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# CAUT ACPPU BULLETIN

Canada's Voice for Academics

La voix des universitaires  
du Canada

VOL 52 / NO 10 / DECEMBER 2005 DÉCEMBRE / CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS / ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

## CAUT Launches Its Election Campaign

WITH a federal election now set for Jan. 23, CAUT is hoping to turn post-secondary education into a campaign issue again.


"The election is an opportunity to focus on the challenges facing universities and colleges in Canada, and to suggest ways the federal government can better protect the quality and accessibility of post-secondary education," observes Loretta Czernis, president of CAUT.

As part of its strategy, CAUT is urging its member associations to get involved in their local election campaigns.

"Our ability to influence the political agenda during this election campaign is directly related to the ability of our associations to address local issues and concerns," Czernis adds.

To assist members, CAUT has produced an election kit outlining ways associations can get their voices heard during the eight-week campaign. The kit contains sample questions to ask local candidates, fact sheets on the key issues, links to further resources, and suggestions on organizing local events and activities.

"It's important for those of us committed to improving public post-secondary education in Canada to get involved so

See ELECTION Page A4 

## Research Chairs Program Review Calls for Change

AN independent review of the Canada Research Chairs Program that funds 2,000 positions at Canadian universities has found serious flaws in its design and implementation.

The program review conducted by CAUT highlights three major problems: equity, management of the awards by the host university and program stability.

"The most pressing failure of the program is its equity component," said CAUT president Loretta Czernis.

The CAUT review surveyed current chair holders and found that only 20 per cent of the chairs are women and just 9 per cent are visible minorities.

"Two thousand new positions could have allowed Canadian universities to deal with a history of inequity. Instead, the CRC program has perpetuated that inequity," Czernis said.

"We are also concerned that the program has shifted university priorities away from subject areas preferred by faculty and students."

CAUT is recommending the government create an additional 500 chairs to be awarded to women and members of other designated groups and is calling for a change in the allocation formula. Currently, the federal government requires that 45 per cent of chairs are awarded in the natural sciences, 35 per cent in the medical sciences and 20 per cent in the social sciences and humanities.

"We're proposing that the decision about which discipline should be awarded chairs be made by the senior academic body of each university, and not the federal government," Czernis said.

The study also found considerable inconsistency in the management of the CRC program by host institutions, as well as in many cases a lack of proper consultation by university officials in developing the strategic plans that guided appointment decisions.

Czernis noted that while the government has commissioned various reviews of the program, these reviews failed to deal properly with key concerns expressed by academic staff.

"Because of the substantial amount of federal money spent on the CRC program, we felt there was an urgent need for an alternative review that looked more carefully at critical aspects of the first five years of the program," she said.

The review process, which began last year, consisted of a detailed survey of academic staff associations across Canada about the program at their institutions and of a questionnaire mailed to each holder of a Canada Research Chair.

To obtain a free copy of CAUT's Alternative Fifth Year Review of the CRC Program, contact Sue Tronice (tronice@caut.ca), call 613-820-2270, or download a copy at [www.caut.ca/en/publications/briefs/2005\\_crc\\_review.pdf](http://www.caut.ca/en/publications/briefs/2005_crc_review.pdf).

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## Un rapport appelle à une profonde révision du PCRC

L'ACPPU a procédé à un examen indépendant du Programme des chaires de recherche du Canada (PCRC) qui finance 2 000 professeurs de recherche dans les universités canadiennes. Dans son rapport, l'ACPPU fait ressortir de sérieuses lacunes dans la conception et l'exploitation du programme et met en lumière trois grands problèmes : l'iniquité, la gestion des chaires par les universités hôtes et l'instabilité du programme.

« La lacune la plus préoccupante concerne l'équité », souligne la présidente de l'ACPPU, Loretta Czernis.

L'examen de l'ACPPU constate, à partir des réponses fournies par les titulaires de chaires, que seules 20 % des chaires sont attribuées à des femmes et à peine 9 % à des membres des minorités visibles.

« Deux mille nouveaux postes auraient pu permettre aux universités canadiennes de régler un problème d'iniquité de longue date. Au lieu de cela, le PCRC a perpétué cette mal-

heureuse situation », ajoute M<sup>me</sup> Czernis.

« Nous sommes aussi préoccupés par le fait que les priorités des universités, en raison de la structure actuelle du programme, s'éloignent des domaines de spécialisation privilégiés par les professeurs et les étudiants. »

L'ACPPU recommande au gouvernement fédéral de créer 500 chaires supplémentaires qui seront attribuées à des femmes et à des membres d'autres groupes désignés, et demande que la formule d'attribution des chaires soit modifiée. Selon la formule actuelle, le gouvernement exige que les chaires soient divisées entre trois catégories disciplinaires : les sciences naturelles (45 %), les sciences de la santé (35 %) et les sciences sociales et humaines (20 %).

« Nous recommandons également qu'il appartienne à l'instance supérieure de chaque établissement, et non pas au gouvernement fédéral, de déterminer l'attribution des chaires par discipline », signale M<sup>me</sup> Czernis.

D'autre part, l'examen a relevé une incohérence importante dans la gestion du PCRC par les établissements hôtes et a constaté que, dans bien des cas, les dirigeants des universités n'avaient pas effectué les consultations nécessaires avant d'établir les plans stratégiques qui doivent guider leurs décisions sur leurs futures mises en candidature aux chaires de recherche.

M<sup>me</sup> Czernis fait remarquer que les diverses études du programme commandées à ce jour par le gouvernement n'ont pas réussi à répondre comme il se doit aux principales préoccupations soulevées par le personnel académique.

« Comme le gouvernement fédéral a versé beaucoup d'argent dans le programme, nous estimons qu'il était grandement temps de conduire une étude parallèle plus approfondie des aspects critiques des cinq premières années de ce programme », conclut-elle. ■

Le rapport est disponible sur le site [www.acppu.ca](http://www.acppu.ca).

The  
MORTGAGE  
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Discount Rates Page A8



Time's  
Up!

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Page A10

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2675, promenade Queensview Drive,  
Ottawa (Ontario) K2B 8K2; Tel: 613/820-2270;  
Fax: 613/820-2417; Email: duhaime@caut.ca

PRESIDENT/PRESIDENTE  
Loreta Czernis

EXECUTIVE DIRECTOR/DIRECTEUR GÉNÉRAL  
James Turk

MANAGING EDITOR/REDACTRICE EN CHEF  
Liza Duhaime

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BULLETIN ONLINE/BULLETIN INTERACTIF  
Cynthia Wagner

GRAPHIC DESIGN/GRAPHISME  
Kevin Albert

SUBSCRIPTIONS/ABONNEMENT  
Natalie Savard (savard@caut.ca)

EDITORIAL BOARD/COMITÉ DE REDACTION  
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# LETTERS COURRIER

## Multimedia — A Publishing Pickle

Paul Jones' commentary ("Freedom to Publish Must be Protected," *Bulletin*, Nov. 2005) seems to miss a major point in the argument when non-paper medium is used as the vehicle for publication.

It is fairly clear that publication of work produced by an academic in most universities can be published as the academic sees fit (notwithstanding any other confidentiality agreements to which the academic agrees). But when multimedia assistance is required the academic is no longer publishing his or her own work alone, but a work that often represents a team effort that could include graphic artists, media producers, web designers, audio or video technicians, producers or instructional designers. To suggest the academic has, or should have, the exclusive right to control publication of work done by many seems unreasonable.

As Jones notes, current collective agreements are often fuzzy in regard to publication of such multi-authored works, however we will not guarantee free flow of information by trying to usurp control over the works of others. Shared ownership of intellectual prop-

erty is confusing and rarely simple, but only agreements that recognize the realities of production media and process will provide just and long-term solutions.

In addition, the increasing ease of multimedia production tools such as blogs, pod and video casts and web creation tools, means academics can create their own intellectual property in multimedia formats, without using the contributory work of others, but this entails increased effort and skill by the academic.

## TERRY ANOERSON

Editor, The International Review of Research on Open & Distance Learning  
Professor & Canada Research Chair in Distance Education, Athabasca University

## Paul Jones Replies

The provision of technical production services does not give rise to intellectual property rights in traditional print publishing or in the multimedia environment.

Unfortunately, university and college administrators are using the fact that many multimedia projects receive such assistance as a basis to claim an ownership share. This is not done to

reward the efforts of those who provide technical help, but to gain control of the work of academic staff.

When production contribution reaches the level of independent creativity that could sustain a claim to ownership under Canadian law, then it is appropriate that the rights of the individual making the contribution are recognized. But it is not appropriate that an administration parlay this work of others into a share of ownership for itself, as is often the case.

Administrations have identified the rise of multimedia works as an opportunity to determine the content of academic work, interfere with the freedom to publish, and separate faculty members from their courses as part of the broader effort to casualize teaching.

To rebuff this agenda, Dr. Anderson's suggestion that academic staff master the increasingly accessible tools of multimedia production is good advice. More fundamentally, though, academic staff must resist unfounded employer claims of ownership rights in their creative works.

## PAUL JONES

Research & Education Officer  
CAUT

## Einstein's Interoffice Memo?

The following memorandum is reputed to have been found in the files of the Swiss Patent Office.

21 September 1904

To: Patent Office Headquarters  
From: Albert Einstein

Subject: Commercial Prospects for My Research

I am responding to your request for more information concerning my proposed research for the coming year. In particular, you asked me to describe the prospects for the economic development of Switzerland that will arise from my current work. You have also asked me to explain my work and its commercial prospects in terms that are understandable to the typical Swiss voter.

I am working on three related topics: Brownian motion, the theory of relativity, and the photoelectric effect. Although the work on all three is far from complete, I believe that it is not too soon to see great commercial prospects for Switzerland in at least two of these projects.

Brownian motion is the movement of small particles that float in a liquid. No one is quite sure why these little fellows jump around so rouch, but previous research confirms that their motions are random. My research is based on the idea that liquids are composed of tiny little pieces of matter, so small that they cannot be seen by the most powerful microscope, and that these little beggars are always jumping around. Occasionally, they bump into the specks floating in the liquid, causing the specks to jump, too.

The commercial prospects here depend on finding a way to control and make use of the jumping specks. If my research is successful, we may be able to create new types of liquids and specks that cause specks to jump around more frequently and in entertaining ways. If so, bartenders will be able to sell beer and schnapps with colorful bouncing specks. Maybe we can find ways to get the specks to sparkle or explode when they are bumped, in ways that are not damaging to the intestinal tract of the consumer. If I am allowed to patent a device that implements this idea, I commit to licensing it only to Swiss brewers and distillers, so that Switzerland can dominate the world market in these products.

The theory of relativity is an attempt to integrate time, distance, matter, and energy into a unified theory of everything. My progress here is slow, and so I have

decided to leave out gravity for this version. I am now concentrating on the implications of the fact that light, unlike other forms of energy, travels at the same speed in all mediums, even a vacuum. This seems to imply that if several people see the same light, it will travel in relation to each one at the same speed, even if they are moving in relation to each other.

The commercial prospects of this work are enormous. If I can prove one or two more conjectures, the implication will be that it is possible to grow younger if we just travel fast enough. The implications for the Swiss travel industry are staggering. If I can use this theory to build a device for traveling to youthfulness, I will patent it in Switzerland and grant licenses only to Swiss travel agencies to offer such excursions to the public.

The photoelectric effect refers to the fact that under some conditions, one can generate electricity by shining light on matter. My research pursues some implications of my conjecture that energy, too, is comprised of little tiny things and that these explain how light is transformed into electricity.

I have thought long and hard about the commercial implications of this project, but, sadly, I have not been able to see any. Electricity is useful for lights and trolleys, but its commercial potential does not seem particularly great. Moreover, Edison and Westinghouse have been successfully pursuing other means of producing it rather than shining lights on certain materials. My initial thought was that one could manufacture an electric light that would shine on your newspaper as you walked down the street, but I now realize that for this to work it would have to be light out anyway. Perhaps I should abandon this project in favor of the others because its commercial prospects are so dim.

This material was originally published in the journal *Science* and is kindly given to us for publication by Stanford University economics professor Roger Noll who submitted it to *Science*.



# COMMENTARY TRIBUNE LIBRE

## PRESIDENT'S COLUMN

### Higher Education Not for Trade



By LORETTA CZERNIS

THIS month trade ministers from around the world will meet in Hong Kong in an effort to revive stalled negotiations aimed at expanding the agreements governing international trade in goods and services. Those of us who work in universities and colleges should pay close attention to what happens in Hong Kong. Any deal struck there could have an enormous impact on our institutions and on the work we do.

For us in Canada the most immediate concern is that our colleges and universities, along with other public services, could be covered by the commercial rules of the General Agreement on Trade in Services. This agreement, adopted in 1995, is an extremely broad treaty that applies legally binding restrictions to virtually every government action affecting the delivery of services. The agreement now covers more than 160 service sectors, including health care, social services, postal services and education.

In the current round of talks a number of states are pressing other countries, including Canada, to commit higher education services as one of the sectors covered by GATS. The United States has identified the liberalization of higher and adult education services as one of its top four priorities in the current round of talks. Australia,

New Zealand and Japan are also key supporters of trade in education services.

Distance education providers and institutions seeking to expand overseas have been the key proponents of GATS, saying the agreement would help eliminate policies that restrict trade in education. They are frustrated that some countries prohibit for-profit education providers from entering the "market" while others require that a local institution must be a partner to any foreign educational venture.

But these "obstacles" to trade are, in most cases legitimate public policy tools countries use to ensure national education meets domestic needs. By allowing education to be covered by GATS, countries would lose their policy flexibility. So, for universities and colleges, the result would be the locking-in and intensification of the pressures of privatization and commercialization.

To date, the Canadian government has said it will make no commitments on "public" education services. That seems to leave the door open to commitments on private education services. Would this exclude higher education? As our institutions come to rely more and more on private sources of financing, and are increasingly engaged in commercial activities, at what point are they no longer "public" universities or colleges? It is an open question.

Some observers now warn that commitments made in private education services could allow for-

profit providers to argue that GATS entitles them to the same range of government supports given to publicly-funded universities and colleges.

Meanwhile, if Canada were to succumb to pressure from its trading partners and make commitments on higher education services, a whole range of policies and regulations would be at risk, from rules requiring preferential hiring of Canadians and landed immigrants to government subsidies for only domestic and public institutions.

Once a country agrees to apply GATS to its education system, institutions and companies from other countries can move freely into the local market by setting up, branch campuses or offering on-line degrees. Local authorities would have little control over this new, open higher education marketplace.

Until recently, the education community worldwide had little awareness of GATS and other WTO agreements. But all of this has changed. Student organizations, faculty unions and even many public university associations have increasingly challenged the view that education is simply a commodity to be traded as any other.

CAUT has played an active role in this debate and will be involved in the Hong Kong ministerial meeting. The message we will deliver is that post-secondary education is far too important to be subjected to the vagaries of the international marketplace or to the restrictive rules of commercial trade agreements like GATS. ■

## Science Matters: Setting the Record Straight



By DAVID SUZUKI

WHEN should scientists be advocates? It's a simple question that often raises a storm of controversy.

Some argue that scientists should not be advocates, period. According to this view, science is value-neutral — simply a quest for knowledge. Scientists should conduct research to reveal information about our world, but leave it up to society to decide what to do with that information.

Of course, such a viewpoint ignores the fact that no activity is truly value-neutral. Even deciding what research to undertake requires a value judgment. So for most people, the question is really — at what point should scientists take a stand on an issue?

Correcting misleading information in the media would be a good start. Right now, well-heeled groups that have a lot to gain from maintaining the status quo are actively funding campaigns of misinformation to confuse the public about science issues. Some of these campaigns are organized through conservative think-tanks based out of the United States. But their presence is felt in Canada too.

One of their most successful strategies in recent years was to have spokespeople consistently complain about the "liberal bias" in the media. It was like a mantra, over and over. Of course, there was no liberal bias, but by repeating the phrase *ad nauseum*, people began to believe it. They assumed it must be true. In response, media (in the U.S. in particular) took a sharp turn to the right.

Journalist Chris Mooney's new book *The Republican War on Science* chronicles just how successful and far reaching these groups have become. He argues there has been a deliberate misrepresentation of science and an exaggeration of uncertainties that stretches all the way to the White House. From acid rain, to climate change, birth control, endangered species, stem cell cloning and more, Mr. Mooney says industry groups and the Bush administration have deliberately tried to keep the public misinformed.

Don't think this doesn't happen in Canada. Newsrooms across the country are routinely bombarded with articles from rogue scientists or "environmental consultants" who have a story to tell. These stories are usually the opposite of the prevailing scientific opinion, but because of this conflict, media often pick them up. That's why, even though there is no debate about

the existence of climate change in scientific circles, you still see one playing out in the editorial pages of newspapers. And that's why television news programs still find a spokesperson with an opposite view to provide "balance" to a story — even if that opinion is patently absurd.

One could argue that it's the media who are letting us down. After all, the task of disseminating information to the public belongs squarely in their hands. Having worked both as a scientist and a journalist, I can see why that argument is tempting. But journalists work on tight deadlines and with ever-shrinking resources. Reporters with specific beats who would get to know an issue in detail are becoming scarce. And science journalists are a rare breed indeed.

Perhaps journalists could be doing a better job, but so could scientists. It isn't enough to do good work in the lab or in the field only to have your issues distorted in the press. If those who know the issues most intimately don't set the record straight, who will?

In a recent essay in the journal *Science*, Philippine aquaculture scientist Jurgenne Primavera made the case for scientists in the developing world to speak up, but much of what she says is universal:

"We scientists in developing countries need to come down from the Ivory Tower and disseminate results not only in peer-reviewed journals, but also through advocacy and the popular media. We must not forget our hearts even as we apply our minds. We do not do science in a vacuum but against the grinding poverty and environment-unfriendly character of modern times, and we can use our scientific knowledge to reduce suffering and make life more full for fellow humans and creatures."

When should scientists be advocates? Whenever they can. ■

David T. Suzuki PhD, chair of the David Suzuki Foundation, is an award-winning scientist, environmentalist and broadcaster.

The views expressed are those of the author and not necessarily those of CAUT. Commentary is a regular feature of the *Bulletin*. Readers are invited to submit articles for publication. Contact Liza Duhaime, managing editor (duhaime@caut.ca) for details. Commentary authors will be contacted only if their articles are accepted for publication.

Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU. Tribune libre est une chronique régulière du Bulletin. La rédaction invite les lecteurs à soumettre des articles. Veuillez vous renseigner auprès de Liza Duhaime, la rédactrice en chef (duhaime@caut.ca) La rédaction communiquera avec les auteurs de commentaires si leurs articles sont acceptés pour la publication.

## LE MOT DE LA PRÉSIDENTE

### L'enseignement supérieur n'est pas un produit d'échange

Par LORETTA CZERNIS

C'EST moi-ci, Hong Kong accueillera la Conférence internationale des ministres du commerce qui chercheront à relancer les négociations, mises en veilleuse pour l'instant, en vue d'étendre la portée des accords régissant le commerce international des biens et des services. Ceux et celles d'entre nous qui travaillent dans les universités et les collèges devraient regarder de près ce qui se passera à Hong Kong, car toute entente conclue dans cette enceinte pourrait avoir des répercussions considérables à la fois sur nos établissements et sur notre travail.

Ce que nous, Canadiens et Canadiennes, devons craindre dans l'immédiat, c'est que nos collèges et universités, de même que d'autres

services publics, tombent sous l'application des règles commerciales de l'Accord général sur le commerce des services (AGCS). Adopté en 1995, ce traité extrêmement vaste impose des restrictions juridiquement contraignantes à la quasi-totalité des interventions gouvernementales en matière de prestation de services. L'accord vise à l'heure actuelle plus de 160 secteurs, y compris les soins de santé, les services sociaux et l'enseignement.

Dans le cycle des négociations en cours, un groupe de pays fait pression sur d'autres États, dont le Canada, pour qu'ils s'engagent à inclure l'enseignement supérieur au nombre des services touchés par l'AGCS. Pour les États-Unis, la libéralisation de l'enseignement supérieur et de l'éducation des adultes figure parmi leurs quatre grandes

priorités au cours de la ronde actuelle. L'Australie, la Nouvelle-Zélande et le Japon se rangent aussi parmi les principaux pays favorables au commerce des services éducatifs.

Les fournisseurs et les établissements de télé-enseignement qui cherchent à étendre leurs activités à l'étranger constituent les principaux promoteurs de l'AGCS. Selon eux, l'accord contribuerait à éliminer les politiques qui restreignent le commerce de l'enseignement. Ces organismes sont irrités par le fait que certains pays interdisent aux fournisseurs commerciaux de services d'enseignement de s'implanter sur le « marché », tandis que d'autres exigent qu'un établissement local soit un parte-

Voir L'ENSEIGNEMENT à la page A5



# What lies beneath?

NATIVE TO Hawaii, the *Hymenocallis littoralis* of the Amaryllidaceae family is, not surprisingly, a lover of bright sunlight. Though this landscape ornamental is certainly attractive, its true qualities lie far beneath the surface, for its bulbs have proven to be an effective source of pancratistatin (PST), a powerful anti-cancer compound. No one is more excited by this than our very own Dr. Siyaram Pandey. A University of Windsor biochemistry professor, he has discovered that, being less toxic, PST could revolutionize cancer treatment by targeting and killing cancer cells much more effectively while sparing healthy neighbouring cells.

We realize that not everyone at our University is conducting potentially life-saving research.

But what we also know is that our collegial environment, combined with our cross-border location and relationships, is fertile ground for ground-breaking research, in our areas of renown – automotive engineering, the environment and social justice – and beyond. Every day is a new opportunity to cultivate success at the University of Windsor, where faculty unearth exceptional teaching and research opportunities, and students flourish in a learning environment that puts them first. Plus, with its rich history, cultural diversity and cosmopolitan lifestyle, Windsor is a great place to grow your career.

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## ACTUALITÉS

### L'ACPPU songe à imposer la censure à Dalhousie

L'ACPPU a informé le recteur de l'Université Dalhousie, Tom Traves, qu'elle pourrait adopter une motion de censure contre l'établissement si la direction ne satisfait pas à l'obligation qui lui incombe de prendre les dispositions nécessaires pour défendre deux professeurs en butte à des sanctions disciplinaires que fait traîner la Capital District Health Authority, l'hôpital d'enseignement affilié à Dalhousie.

Dans une lettre datée du 22 novembre dernier, l'ACPPU met en garde que son comité de direction déposerait une motion de censure contre l'université si cette dernière ne requerrait pas de la Capital Health qu'elle parvienne à un règlement rapide des mesures qui minent la carrière des professeurs de médecine Gabrielle Horne et Michael Goodyear depuis plus de trois ans.

« Non seulement l'Université Dalhousie a négligé de venir en aide aux professeurs Horne et Goodyear pendant qu'ils étaient astreints, au sein de la Capital Health, à un processus lent et injuste à un point inacceptable, mais aussi les dirigeants de l'établissement, à la fois par leur silence et par leurs actions, ont porté atteinte directement et indirectement à la carrière des deux professeurs », écrit dans cette lettre la présidente de l'ACPPU, Loretta Czernis.

M<sup>me</sup> Czernis appelle les dirigeants de l'université à « exercer sans relâche et publiquement des pressions intenses pour que les droits des professeurs Horne et Goodyear en matière d'équité procédurale et

de justice naturelle soient respectés sur-le-champ et que le processus soit réglé en toute justice et dans les plus brefs délais ».

Et d'ajouter M<sup>me</sup> Czernis: « L'université doit intervenir rapidement en vue d'atténuer les torts causés à la carrière universitaire des professeurs Horne et Goodyear d'ici à ce que le processus bancal de la Capital Health soit réglé une fois pour toutes et que la situation des deux professeurs soit définitivement rétablie d'une manière juste et équitable. »

Le directeur général de l'ACPPU, James Turk, rappelle qu'il a porté la situation à l'attention de l'université pour la première fois en février 2003, « après que la Capital Health eut manqué de résoudre ces affaires dans le délai qu'elle s'était elle-même impartie ».

Il précise qu'en juin 2003, l'université, la Capital District Health Authority et M<sup>me</sup> Horne ont conclu une entente en vertu de laquelle la professeure aurait dû reprendre l'intégralité de ses fonctions, mais cette entente, le conseil de l'établissement a refusé de la mettre à exécution.

« Depuis lors, les professeurs Horne et Goodyear ont vécu un véritable cauchemar procédural », souligne M. Turk. « À notre avis, il incombe à l'université de faire tout ce qui est en son pouvoir pour s'assurer que la réputation universitaire des membres de son corps professoral n'est pas entachée par des allégations fallacieuses ou par des sanctions injustes. » ■

English on page A6.

### Members Honoured with CAUT Service Awards

EIGHTEEN members have received Dedicated Service Awards from CAUT. Now in its third year, the award recognizes individuals for exceptional service to their academic staff associations.

Recipients are nominated by their associations, and receive commemorative certificates and CAUT lapel pins.

In November, Donald Westwood, Denis Force, Douglas Wurtele, Kanta Marwah, Mark Langer, Shirley Mills, Mike Fox, Frances

Montgomery, Derek Sida, Marvin Glass, Jill Vickers, Vincent Basseville, George Neuspil, Geza Kardos, William Lawson and Martien de Leeuw of Carleton University (CUASA), Robert S. Dilley of Lakehead University (LUFA) and Jeannette Gaudet of St. Thomas University (FAUST) joined the list of Dedicated Service Award recipients, whose names are published on CAUT's website. ■

Version française à la page A8.

### CAUT Election Campaign

From PAGE A1

that all the candidates hear a common message in this campaign," Czernis said.

During the election campaign, CAUT staff will be available to assist member associations in organizing campaign events.

"I want to urge all our associations to get involved in whatever

way they can, no matter how modest or ambitious," said CAUT's associate executive director David Robinson. "CAUT will certainly be available to help in planning local activities." ■

The election kit will be mailed to all member associations and will also be available online at [www.caut.ca](http://www.caut.ca).

Version française à la page A5.





## NEWS ACTUALITÉS

### Fiscal Update Misses Key Education Funding Need

WITH the government set to fall, Finance Minister Ralph Goodale used this year's federal fiscal update to stake out the key elements of the Liberal Party's coming election campaign platform.

The cornerstone of that platform is nearly \$30 billion in tax cuts, but the update also contains promises to spend more than \$6 billion on post-secondary education over the next five years.

CAUT's executive director James Turk said the planned extra funding for universities and colleges is welcome, but fails to address the overriding problem of inadequate core funding.

"We're pleased the Liberals are interested in expanding access to post-secondary education and we welcome the expansion of the Canada Access Grant program to cover all years of study," Turk said. "However, this has to be accompanied by a coordinated strategy with the provinces to freeze and eventually reduce tuition so that fee increases don't offset the value of the grant. This can only be done through an increase in the core operating budgets of universities and colleges."

In addition to improvements in grants to undergraduate students, the government also promised to double the number of graduate scholarships awarded, boost funding for the Canada Student Loan Program,

and provide more support for aboriginal students and students with disabilities.

"All these initiatives are important steps in expanding access to post-secondary education, but we also need to see a more direct federal commitment to core operating funding through a dedicated transfer to the provinces for post-secondary education," Turk said. "Without that, it's just tinkering around the edges of the real problem."

The update also proposes to substantially increase research funding over the next five years, including \$1.2 billion in additional funding for the indirect costs of university research and an increase of \$85 million to the granting agencies' budgets.

But Turk said he is concerned about the government's continuing narrow focus on the commercialization of university research and its intention to require the granting councils to develop and report annually on a standardized set of measures to track research outcomes.

"These types of performance indicators applied to research have proven disastrous in other jurisdictions," he said. "In the United Kingdom, it has skewed research toward short-term publication results at the expense of more long-term and fundamental research." ■

Version française à la page A11.

### Poll: Eliminate Tuition in Canada

NEARLY one-half of Canadians think post-secondary education should be free, according to the latest public opinion poll commissioned by CAUT.

Overall, public support for the elimination of university and college tuition fees ranged from 41 per cent in Alberta to more than 61 per cent in Atlantic Canada. In addition, 73 per cent of Canadians surveyed agreed that the federal government should increase spending on colleges and universities.

The Decima Research poll also asked Canadians about the most important priorities for the federal government. Across the country, 36 per cent of respondents said increased spending on social programs, such as health and education, should be the highest priority of government. This was followed closely by tax cuts at 34 per cent and debt reduction at 27 per cent.

Held just before the fall of the government, the poll suggested a general election would result in another minority regime. Nationally, support for the Liberals was at 33 per cent, compared to 28 per cent for the Conservatives and 21 per cent for the New Democratic Party. In Quebec,

the Bloc Québécois enjoys the support of 58 per cent of decided voters, far ahead of the Liberals who are preferred by 25 per cent.

The survey also asked Canadians their views on the growing debate about the impact of new and proposed antiterrorism measures on civil liberties. Overall, 44 per cent of respondents said the federal government has so far struck the right balance

### Health & education signalled as most important priorities for government.

between protecting civil liberties and combating terrorism, while about one in five said the government has put too much emphasis on protecting civil liberties and fighting terrorism.

When asked about their support for specific antiterrorism measures, Canadians are largely in favour of placing video cameras in all public places (74 per cent), requiring everyone to carry a national identification card (68 per cent), and depor-

ting all terrorist suspects (59 per cent). At the same time, 62 per cent are opposed to allowing American authorities to have access to confidential information about Canadians.

The poll also reveals that Canadians are split on whether they would allow suspected terrorists to be held without trial, or would allow the police and other authorities to monitor e-mail and Internet communication.

CAUT executive director James Turk said the results of the poll show there is a need to step up the work to educate the public about the dangers of these antiterrorism measures.

"When the government creates a climate of fear, people can easily be convinced we need all the tools we can find to catch the bad guys," he said. "But the type of tools and measures we're talking about can also harm innocent people and can involve gathering information about all of us." ■

The October poll results are based on a sample of 2,000 Canadians and are considered to have a margin of error of +/-2.2 percentage points, 19 times out of 20.

Version française à la page A6.

### L'ACPPU lance sa campagne électorale

MAINTENANT qu'il est confirmé que les élections fédérales auront lieu le 23 janvier prochain, l'ACPPU souhaite plus que jamais faire de l'enseignement postsecondaire un enjeu électoral.

« Les prochaines élections sont l'occasion pour nous de porter toute notre attention sur les défis auxquels sont confrontés les universités et les collèges au Canada et de recommander au gouvernement fédéral les mesures qu'il devrait prendre pour mieux protéger la qualité et l'accessibilité de l'enseignement postsecondaire », fait observer la présidente de l'ACPPU, Loretta Czernis.

Dans le cadre de sa stratégie, l'ACPPU appelle ses associations membres à participer activement à leurs campagnes électorales locales.

« Notre capacité à influencer le programme politique durant cette campagne est liée directement à la

capacité de nos associations à mettre en lumière les préoccupations et les enjeux qui les concernent au niveau de leur circonscription », ajoute Mme Czernis.

Afin d'aider ses membres, l'ACPPU a produit un guide des élections qui propose divers moyens par lesquels les associations pourront se faire entendre au cours de la campagne de huit semaines. Le guide comporte également des exemples de questions à poser aux candidats des circonscriptions, des fiches d'information sur les grands enjeux, des liens vers d'autres ressources utiles ainsi que des suggestions sur les événements et les activités à organiser à l'échelle locale.

« Il est important que ceux et celles d'entre nous qui se sont engagés à améliorer le système public d'enseignement postsecondaire au Canada se mettent à contribu-

tion de sorte que notre message collectif soit bien entendu par tous les candidats politiques », déclare Mme Czernis.

Tout au long de la campagne électorale, le personnel de l'ACPPU se tiendra à la disposition des associations membres pour les aider à organiser des événements et des activités.

« J'invite toutes nos associations à se mettre à contribution d'une façon ou d'une autre, peu importe que leur participation soit modeste ou ambitieuse », ajoute le directeur général associé de l'ACPPU, David Robinson. « L'ACPPU ne manquera pas de contribuer à la planification de votre campagne. » ■

Le guide des élections sera transmis par la poste à toutes les associations membres et pourra aussi être téléchargé à partir du site web de l'ACPPU ([www.acppu.ca](http://www.acppu.ca)).

English on page A1.

### L'enseignement supérieur n'est pas un produit d'échange

Suite de la PAGE A3

naire de toute initiative étrangère en matière d'éducation.

Cependant, ces « obstacles » au commerce sont, dans la plupart des cas, des outils légitimes de politique publique que les pays emploient pour assurer que l'éducation nationale répond aux besoins internes. En permettant que l'enseignement soit inclus dans le champ d'application de l'AGCS, les pays perdraient leur flexibilité en matière de politiques. Les universités et les collèges verraient ainsi se consolider et s'intensifier les pressions de la privatisation et de la commercialisation.

Si le gouvernement du Canada a affirmé jusqu'ici qu'il ne prendra aucun engagement relatif aux services d'enseignement « public », il semble laisser la porte ouverte à des engagements sur les services d'enseignement privé. Alors, l'enseignement supérieur est-il exclu? Au moment où nos institutions dépendent davantage des sources privées de financement et s'adonnent de plus en plus à des activités commerciales, à quel moment cessent-elles d'être considérées comme des universités ou des collèges « publics »? La question n'est pas résolue.

Certains observateurs préviennent que, si le Canada souscrit des engagements sur les services d'enseignement privé, des fournisseurs étrangers à but lucratif pourraient soutenir que l'AGCS leur donne droit à la même gamme de soutiens gouvernementaux que les universités et les collèges subventionnés par l'État.

Entre-temps, si le Canada devait succomber aux pressions de ses par-

tenaires commerciaux et prendre des engagements en matière d'enseignement supérieur, il mettrait en péril une gamme complète de politiques et de règlements – des règles exigeant l'embauche préférentielle des Canadiens et des résidents permanents aux subventions gouvernementales versées aux seuls établissements publics ou dont le siège se trouve au pays.

Les pays qui acceptent d'étendre l'application de l'AGCS à leur système d'éducation permettent à des établissements et à des entreprises de l'étranger de se livrer librement à des activités dans ce secteur, comme ouvrir des succursales ou campus et décerner des diplômes en ligne. Les autorités locales disposeraient d'un contrôle restreint sur ce nouveau marché libre de l'enseignement supérieur.

Jusqu'à récemment, le milieu mondial de l'éducation était peu au courant de l'AGCS et d'autres accords de l'OMC. Cependant, tout cela a changé. Les organisations étudiantes, les syndicats de professeurs et même de nombreuses associations d'universités publiques contestent de plus en plus l'idée que l'enseignement constitue un simple produit d'échange parmi tant d'autres.

L'ACPPU poursuivra sa démarche active dans ce débat et prendra part à la conférence ministérielle de Hong Kong. Nous tenterons de faire comprendre aux participants que l'enseignement postsecondaire est un bien beaucoup trop important pour subir les caprices du marché international ou être assujéti aux règles restrictives des accords commerciaux comme l'AGCS. ■

### Awards for Excellence in Post-Secondary Education Journalism

Nominations are being sought for the CAUT Awards for Excellence in Post-Secondary Education Journalism. These awards recognize and promote in-depth and thoughtful coverage of issues related to post-secondary education in Canada. Two awards are offered: one to recognize excellence in the student media, and the other to honour outstanding reporting in the professional print and broadcast media. Each award is worth \$500.

### Prix d'excellence en journalisme dans le domaine de l'enseignement postsecondaire

L'ACPPU sollicite des candidatures pour ces prix d'excellence en journalisme dans le domaine de l'enseignement postsecondaire. Ces prix ont pour but de récompenser et de mettre en valeur des reportages recherchés et sérieux sur des questions liées à l'enseignement postsecondaire au Canada. Deux prix sont offerts, l'un pour récompenser l'excellence dans les médias étudiants, et l'autre pour honorer un reportage exceptionnel dans la presse écrite et parlée. Chaque prix est d'une valeur de 500 \$.

### Deadline > March 3 mars 2006 < Date limite

Criteria and eligibility details at [www.caut.ca](http://www.caut.ca). Critères et conditions d'admissibilité à [www.acppu.ca](http://www.acppu.ca).

Canadian Association of University Teachers  
Association canadienne des professeurs et professeurs d'université





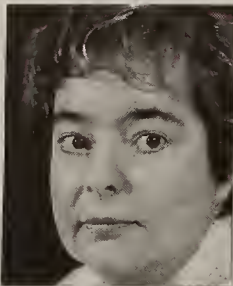
## CAUT Threatens Censure of Dalhousie University

CAUT has advised Dalhousie University president Tom Traves that it will consider censure of the university if the administration does not fulfill its responsibility to try to protect two faculty members caught up in drawn-out disciplinary procedures by Dalhousie's affiliated teaching hospital, the Capital District Health Authority.

In a Nov. 22 letter, CAUT warned its executive would be bringing forward a motion of censure if the university does not push for quick resolutions to Capital Health procedures that have undermined the careers of medical professors Gabrielle Horne and Michael Goodyear for more than three years.

The letter, sent by CAUT president Loretta Czernis said: "Not only has Dalhousie been remiss in failing to assist professors Horne and Goodyear during their subjugation to an unacceptably slow and unfair process at Capital Health, but Dalhousie officials, both through their silence and actions, have indirectly and directly harmed the careers of both faculty members."

Czernis called on Dalhousie to press "actively, persistently and publicly to ensure that procedural fairness and natural justice be provided to professors Horne and Goodyear immediately and that the process be brought



Gabrielle Horne



Michael Goodyear

to a rapid and fair conclusion."

She also said the university must take "timely action to mitigate the damage to professor Horne's and professor Goodyear's academic careers and livelihoods until the flawed processes of Capital Health are brought to conclusion, and professors Horne's and Goodyear's situations are finally resolved in a fair and just manner."

CAUT executive director James Turk said he first brought this situation to the university's attention in February 2003 "after Capital Health failed to meet its own deadline for dealing with such cases."

He also said the university, the

Capital District Health Authority and Dr. Horne reached a settlement in June 2003 that would have returned her to full duties, but that the authority's board refused to implement it.

"Since that time, professors Horne and Goodyear have been facing a procedural nightmare," Turk said. "We believe the university has to fulfill its responsibility to do everything in its power to help ensure its faculty members' scholarly reputations are not damaged by spurious allegations or unfair procedures."

Background: Bulletin report March 2003.  
Version française à la page A4.

## Australie

### Les syndicats font la lumière sur la réforme du droit du travail

Le gouvernement australien de John Howard a lancé ce que les critiques considèrent comme un assaut total contre les droits syndicaux et l'indépendance universitaire en proposant des réformes du droit du travail.

En vertu des *Higher Education Workplace Relations Requirements* (HEWRR), c'est-à-dire des exigences relatives aux relations du travail dans le secteur de l'enseignement supérieur qui ont été instaurées plus tôt cette année, les universités doivent, pour être admissibles aux augmentations prévues du financement, offrir à tout leur nouveau personnel des contrats de travail individuels qui ne sont pas visés par les conventions collectives négociées. L'an prochain, elles seront tenues de présenter cette offre de contrats individuels — baptisés *Australian Workplace Agreements* (AWA), c'est-à-dire ententes australiennes sur le milieu de travail — à tous leurs employés.

Faisant la promotion des changements proposés, le ministre australien de l'Éducation, des Sciences et de la Formation a affirmé que la réforme des relations du travail était nécessaire pour que les universités puissent attirer et conserver des universitaires de haut niveau.

« L'enseignement supérieur n'est pas à l'abri des pressions exercées à l'échelle mondiale sur d'autres secteurs », a déclaré Brendan Nelson. « Les HEWRR visent à soutenir un régime de relations du travail qui soit axé sur une liberté, une flexibilité et un choix individuel plus grands. Grâce à elles, les universités deviendront plus concurrentielles sur les scènes nationale et internationale, tout en étant en mesure d'attirer, de conserver et de récompenser les meilleurs. »

Cependant, le syndicat représentant le corps enseignant et le personnel du secteur australien de l'enseignement tertiaire soutient que la raison réelle n'est pas d'attirer et de conserver des universitaires de haut calibre, mais plutôt d'ébranler le processus de négociation collective.

« Le ministre Nelson a beau prétendre que ses propositions de réforme du milieu de travail ne visent qu'à récompenser les éléments prometteurs, les modalités détaillées ne corroborent pas ses dires », affirme Graham McCulloch, secrétaire général de la National Tertiary Education Union. « En fait, sa principale proposition consiste à donner aux AWA l'avantage sur les modalités d'une convention collective. Son seul effet juridique est de faire en sorte que les conditions des AWA puissent avoir le dessus sur celles d'une convention collective. »

Carolyn Allport, présidente du syndicat, ajoute : « Le gouvernement espère que, dans les universités les plus pauvres et les disciplines à court d'argent, les nouvelles nominations puissent se faire à un coût inférieur. Si un nombre important de nouveaux employés acceptent des AWA assortis de conditions inférieures, le personnel qui continue de

bénéficier des conditions meilleures de la convention collective devient plus vulnérable. »

Par ailleurs, M. McCulloch se dit d'avis que les exigences relatives à l'enseignement supérieur représentent un assaut sans précédent contre l'autonomie universitaire.

« Le gouvernement dit maintenant aux universités quoi faire en matière d'embauche du personnel, ce qui affecte les processus de gestion et le fonctionnement normal des établissements », déclare M. McCulloch. « Aucun autre employeur australien ne subira de baisse de financement parce qu'il accepte les brutalités sans broncher. L'extorsion ne constitue pas un choix. »

Plus récemment, le gouvernement a intensifié sa campagne de réforme des relations du travail en Australie par le dépôt, en septembre, du *Better Bargaining Bill*. Si celui-ci est adopté, il empêchera les syndicats de négocier des salaires et des conditions de travail semblables avec plus d'un employeur d'un secteur donné, c'est-à-dire d'effectuer une négociation type, pratique qui est devenue la norme dans le secteur de l'enseignement supérieur.

« Grâce à la négociation type, nous avons récemment réalisé des gains importants en matière de charge de travail des universitaires, de congés de maternité et parentaux et d'emploi des Autochtones », souligne Mme Allport. « Le *Better Bargaining Bill* vise les syndicats qui, comme le nôtre, mettent en œuvre des stratégies coordonnées de négociation afin de maintenir et d'améliorer les conditions à la grandeur d'un secteur ou de protéger la qualité par l'entremise de normes sectorielles. »

En outre, du fait du projet de loi, une personne directement touchée par une grève ou un lock-out ou susceptible de l'être pourrait présenter à l'Australian Industrial Relations Commission une demande d'ordonnance visant à mettre fin à de telles mesures.

Cela signifie qu'en théorie, n'importe quel étudiant ou parent pourrait intervenir pour mettre fin à une grève dans un collège ou une université.

Pour les critiques, cette disposition constitue une autre attaque majeure contre les droits à la négociation collective en Australie.

« La négociation collective représente le principal moyen par lequel les travailleurs peuvent protéger ou améliorer leur salaire et leurs conditions. Et pourtant, le gouvernement Howard prend toutes les mesures possibles pour les empêcher de négocier collectivement », affirme Greg Combet, secrétaire de l'Australian Council of Trade Unions. « En même temps, le gouvernement fait activement la promotion des contrats individuels, principal moyen par lequel les employeurs peuvent réduire les salaires et les droits des employés. »

Traduit de l'article « Unions Blast Australian Gov't over Labour Reform Plans » (*Bulletin* de l'ACPPU, novembre 2005).

## Supprimer les frais de scolarité au Canada, conclut un sondage

PRÈS de la moitié des Canadiens sont favorables à la gratuité de l'enseignement postsecondaire, révèle le plus récent sondage d'opinion Decima Research commandé par l'ACPPU.

Dans l'ensemble, l'appui public pour l'élimination des frais de scolarité aux niveaux collégial et universitaire varie de 41 % en Alberta à plus de 61 % dans les provinces de l'Atlantique. De plus, 73 % des répondants sont d'accord sur le fait que le gouvernement fédéral devrait augmenter les subventions versées aux collèges et aux universités.

À la question leur demandant d'indiquer quelle devrait être la priorité la plus importante pour le gouvernement fédéral, 36 % des Canadiens interrogés ont opté pour une augmentation des budgets des programmes sociaux, tels la santé et l'éducation, 34 % pour des réductions d'impôts et 27 % pour une réduction de la dette.

Le sondage, mené tout juste avant la chute du gouvernement, laisse entendre que de nouvelles élections générales se solderaient par un autre gouvernement minoritaire. À l'échelle nationale, 33 % des personnes sondées voteraient pour le Parti

libéral comparativement à 28 % pour le Parti conservateur et à 21 % pour le Nouveau parti démocratique. Au Québec, par contre, le Bloc québécois recueille l'appui de 58 % des électeurs déjà décidés contre une proportion de 25 % seulement de ceux qui appuieraient les Libéraux.

Dans le cadre de ce sondage, on a aussi demandé aux Canadiens leur opinion sur l'incidence des nouvelles mesures antiterroristes proposées sur les libertés civiles. Dans l'ensemble, 44 % des répondants estiment que le gouvernement fédéral a réussi jusqu'ici à établir un juste équilibre entre la protection des libertés civiles et la lutte contre le terrorisme, alors que près de un répondant sur cinq croit que le gouvernement met beaucoup trop l'accent sur ces deux activités.

Lorsqu'on les interroge sur certaines mesures antiterroristes auxquelles ils souscriraient, les Canadiens sont largement favorables à la vidéosurveillance dans tous les lieux publics (74 %), au port obligatoire d'une carte d'identité nationale (68 %) et à l'exclusion de tous les terroristes suspects (59 %). Dans le même temps, 62 % s'opposent à l'autorisation de l'accès des autorités américaines aux renseignements confidentiels concernant les Canadiens.

Le sondage révèle également que les Canadiens sont divisés sur la question de savoir s'il faut autoriser la détention des terroristes suspects sans qu'ils aient droit à un procès ou s'il faut permettre aux policiers et aux autres autorités de surveiller le courrier électronique et les communications par Internet.

Selon le directeur général de l'ACPPU, James Turk, les résultats du sondage font ressortir le besoin de sensibiliser davantage le public aux dangers associés à ces mesures antiterroristes. « En instaurant un climat de peur, le gouvernement peut facilement inciter les gens à croire que nous devons nous doter de tous les outils nécessaires pour attraper les criminels », soutient-il. « Mais n'oublions pas que le type d'outils et de mesures dont il est ici question peut porter atteinte à des gens innocents et servir à rassembler des renseignements sur chacun d'entre nous. »

Le sondage a été mené en octobre parmi un échantillon de 2 000 Canadiens. Les résultats sont jugés exacts avec une marge d'erreur de plus ou moins 2,2 %, 19 fois sur 20.

English on page A5.

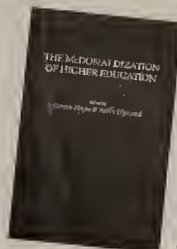
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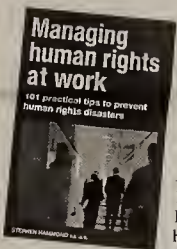
## QUICK PICKS



### The McDonaldization of Higher Education

Dennis Hayes & Robin Wynyard, eds. Westport, Connecticut: Greenwood Publishing Group, 2002; 232 pp; ISBN: 0-89789-856-7, hardcover \$89.95 us.

The term "McDonaldization" was coined by George Ritzer in 1993 and is a valuable tool for providing a theoretical and practical debate concerning novel and defining features of our contemporary world. The growing literature on McDonaldization shows the power of the term to describe the extension of industrial rationalization (commodification) to wider society. In the context of higher education, one can see the application of Ritzer's four features of McDonaldization: efficiency, calculability, predictability and control. For example, higher education is becoming more efficient because it is processing more students by introducing multiple choice exams (US) or by removing exams altogether (UK) and replacing them with forms of continuous assessment, which leads to grade inflation and more students passing. The contributors to this volume, 15 academics and writers from three continents, examine what has been called the "McDonaldization of higher education" and the impact this has on the idea of the university as a liberal institution primarily engaged in the pursuit of knowledge.



### Managing Human Rights at Work: 101 Practical Tips to Prevent Human Rights Disasters

Stephen Hammond. Vancouver: Harassment Solutions Inc., 2005; 146 pp; ISBN: 0-9734954-0-5, paper \$24.95 ca.

Business and human rights expert Stephen Hammond has written a book designed to help those who are in the tricky art of managing people and workplaces in understanding human rights issues, preventing human rights disasters and building a welcoming workplace. He offers 101 practical tips, and in most examples uses the real names and real cases available to the public in order to help readers learn from real mistakes. The advice applies to interactions with employees as well as external business. Just as human rights legislation applies to all workplaces — private, public and nonprofit — so does this book.



### Margaret Laurence: The Making of a Writer

Doreen Xiques. Toronto: Dundurn Press, 2005; 408 pp; ISBN: 1550025791, hardcover \$40 ca.

Margaret Laurence: *The Making of a Writer* is an engaging narrative that contains new and important findings about one of the most revered writers of twentieth-century Canadian literature. This biography reveals the challenges, successes, and failures of the long apprenticeship that preceded the publication of *The Stone Angel*, Margaret Laurence's first commercially successful novel. Doreen Xiques demonstrates the importance of Laurence's early work as a journalist in her development as a writer and covers her return to Canada from Africa in the late 1950s. She details the significance of Laurence's "Vancouver years" as well as the challenges of her year in London prior to settling in Buckinghamshire, when Laurence stood on the verge of success. The Margaret Laurence known to most people is a public figure of the 60s and 70s — matriarchal, matronly and accomplished. The story of her early years in the harsh setting of the Canadian Prairies during the 30s — years of drought and the Great Depression — and of her African years has never before been chronicled with the thoroughness and vividness that Xiques provides for the reader. Appended to this powerful new biography is a previously unpublished short story by Laurence and two other stories of hers that have not been widely available.

## Struggles about Canadianization in Anthropology & Sociology



### The Canadianization Movement: Emergence, Survival and Success

Jeffrey Cormier. Toronto: University of Toronto Press, 2004; 380 pp; ISBN: 0-8020-8815-5, hardcover \$65 ca.

By J. PAUL GRAYSON

In 1969, only 55 per cent of the faculty teaching in Canadian universities were Canadians. In sociology and anthropology the situation was worse. Only 39 per cent and 29 per cent of sociologists and anthropologists respectively were Canadian citizens. A few years later, in 1972, only about 50 per cent of all graduate students in departments of sociology and anthropology in Canada were Canadians. In these years the largest number of foreign faculty and students came from the United States.

As a result of this over-representation of American scholars, sociology and anthropology students frequently found themselves in classes that focused on developments in the U.S. rather than Canada. When it came to hiring new faculty, Canadians were often overlooked in favor of applicants from south of the border. Outstanding sociologists like Lewis Feuer at the University of Toronto and Art Davis at the University of Alberta — from different ends of the political spectrum — were recruited from the U.S. Some of these academics made welcome commitments and contributions to their disciplines in Canada.

All too often, however, those hired were mediocre junior faculty, many of whom did not have PhDs, who were unable to land attractive jobs in the U.S. Canada was a very desirable place in which to work because, in addition to other benefits, the government did not deduct taxes from pay cheques during the first two years of employment. Unfortunately, it was almost impossible for Canadians to get jobs in the U.S.

The main focus of Jeffrey Cormier's book, *The Canadianization Movement*, is on the reaction of some academics to the situation in departments of sociology and anthropology across the nation from approximately 1970 to 1985. He begins by noting that in the 1960s Canadians were becoming increasingly alarmed by the degree to which the Canadian economy was dominated by our southern neighbour, and the extent by which our cultural institutions were being eroded by the massive influx of cultural products from south of the border.

Manifestations of the first concern could be found in the recommendations of the Royal Commission on Canada's Economic Prospects (1963), and the Report of the Task Force on the Structure of Canadian Industry (1968). The warnings sounded in these reports for the Canadian economy had been heard earlier for Canadian culture in the report of the Royal Commission on the National Development in the Arts, Letters and Sciences (1951).

While some of the concerns raised by these inquiries were shared by some Liberals and Conservatives, it was the Waffle group in the New Democratic Party that gave fullest political expression to the concerns of Canadians to the erosion of their cultural, and particularly economic, autonomy.

Within this general context of concern with our national institutions, James Steele, and particularly Robin Mathews, both professors at Carleton University, alerted Canadians to the fact that our universities were rapidly becoming academic branch plants of the U.S.

Between 1968 and 1972, Mathews and Steele were able to direct the attention of the Canadian public to the situation in our universities through organized demonstrations, utilization of mass media and the lobbying of politicians. Although in most countries of the industrialized world their concerns would have been deemed legitimate, Steele, and particularly Mathews, were often excoriated by their detractors. Although

the activities of these two men exposed the situation in our universities, Cormier argues that because they were unable to develop an organizational base, a prerequisite for a successful social movement, their influence waned by 1972.

While the influence of Mathews and Steele may have peaked by 1972, the Canadian Sociology and Anthropology Association (CSAA) was just getting started. Perhaps because the situation in sociology and anthropology was so bad, the reaction to the Americanization of the disciplines was greater than in other Canadian scholarly associations. Whatever the reason, by 1972–1973, an insurgent group within the association managed to gain approval for policies that would require departments to actively seek out Canadian applicants for jobs; put a moratorium on the hiring of non-Canadians; ensure that 75 per cent of graduate students were Canadian; and, urge funding agencies to give preference to Canadians studying in Canada.

Cormier argues that a turning point in the association's activities occurred in 1974. In that year, in complete contradiction to policies advocated by the CSAA, the sociology department at the University of Toronto made eight appointments of Americans that reduced the Canadian complement in the department to 32 per cent and increased the number of Americans to 55 per cent. To add insult to injury, the chair of the department had paid lip service to CSAA policies.

As a result, at the annual general meeting, a motion from the floor to censure U of T's sociology department was passed by the membership. (It is ironic that the department chair and many of his American colleagues were at the meetings of the American Sociological Association that overlapped the Canadian meetings.) After this action, according to Cormier, the Canadianization movement within CSAA became democratized. The censure remained in place until 1977.

In the meantime, the Association of Universities and Colleges of Canada (AUCC) released the Symon's Report, whose findings confirmed many of the earlier claims made by Mathews, Steele and the CSAA. As pointed out in the report, "Sociology and anthropology in this country do need to become more firmly rooted in Canada, more concerned with the many regions and people of Canada, and more committed to the study of Canadian society than they have been in the past."

Subsequent to the democratization of the Canadianization movement in the CSAA, the association, and individual members of the association, made representations to federal and provincial politicians to limit the influx of U.S. scholars, and continued with activities that promoted Canadian issues. In 1976, in part because of the lobbying of association members, the Ontario government reached an agreement with university presidents that would ensure Canadians were not overlooked in the hiring process.

Cormier argues that for several years after 1976, although it remained vigilant and continued with symposia and conferences with Canadian themes, the Canadianization movement within CSAA was relatively dormant. The explanation is that few hirings were being made in the late 1970s. As a result, the issue of hiring Canadians was less pressing than in the past.

In 1980 the CSAA was asked by AUCC to document any changes that might have occurred within sociology and anthropology since the release of the Symon's Report. An investigation revealed that in the interim: there had been an increase in the numbers of Canadians in departments of sociology and anthro-



## CAUT Executive Committee

Nominations are being sought for election to the CAUT Executive Committee. Individual affiliated members and associate members of CAUT are entitled to run for any vacant position and to make nominations. Elections will take place at the CAUT Council meeting in Ottawa in April 2006.

### Position Vacancies

**President.** Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented. Nominees for president should have considerable experience in academic staff association affairs at the local or provincial level.

**Vice-President.** Responsible for assisting the president with his or her responsibilities and undertaking other duties as decided by the executive committee.

**Treasurer.** Responsible for the preparation of draft budgets and financial statements and for ensuring proper controls remain in place to ensure the financial integrity of the association.

**Three Members-at-Large.** Responsible for undertaking duties as decided by the officers and the executive committee.

**Chair, Collective Bargaining and Economic Benefits Committee.** Responsible for chairing the CBEBC and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of CBEBC should have considerable experience in the area of collective bargaining and/or analysis of economic benefits, and shall normally have served at least one year on the committee.

**Chair, Librarians' Committee.** Responsible for chairing the Librarians Committee and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of the Librarians Committee should have considerable experience representing the interests of librarians, should have knowledge of relevant policy matters, and shall normally have served at least one year on the committee.

### Term of Office

The term of office of the president, vice-president and executive committee members-at-large is one year. The term of office of the treasurer and chairs is two years.

### Nomination Procedure

Nominations should be sent to:  
Professor Gordon Shrimpton  
Chair, Elections and Resolutions Committee  
Canadian Association of University Teachers  
2675 Queensview Drive  
Ottawa, Ontario K2H 8K2  
Fax: (613) 820-7244

Nominators should include: (1) a letter of nomination; (2) a brief statement of why the nominator feels the nominee is qualified to serve; (3) the agreement of the nominee to serve if elected; and (4) a completed copy of the standard information form available at [www.caut.ca](http://www.caut.ca).

### Nomination Deadline 1 March 2006

Note: Information on release time is available at [www.caut.ca/en/policies/release\\_time.asp](http://www.caut.ca/en/policies/release_time.asp).

## Comité de direction de l'ACPPU

Nous sollicitons des candidatures à des postes au sein du Comité de direction de l'ACPPU. Les membres affiliés individuels et les membres associées de l'ACPPU ont le droit de se présenter comme candidat ou candidate et de présenter des candidatures. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2006.

### Les postes vacants

**La présidence.** La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et elle s'assure que les directives approuvées par le Conseil sont mises en œuvre. Les candidats et candidates à la présidence doivent posséder une expérience considérable en matière d'associations de personnel académique à l'échelle locale ou provinciale.

**La vice-présidence.** La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités et à entreprendre d'autres tâches définies par le Comité de direction.

**Le trésorier.** La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'association.

**Trois membres ordinaires.** Les membres ordinaires doivent exercer les fonctions définies par les dirigeants et le Comité de direction.

**La présidence du Comité de la négociation collective et des avantages économiques.** Le titulaire doit présider le CNEAC et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidats et candidates à ce poste doivent avoir une expérience considérable dans le domaine de la négociation collective ou de l'analyse d'avantages économiques, et doivent normalement avoir siégé au moins un an au sein du comité.

**La présidence du Comité des bibliothécaires.** Le titulaire doit présider le Comité des bibliothécaires et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidats et candidates à ce poste doivent avoir une expérience considérable dans la représentation des intérêts des bibliothécaires, une connaissance des questions relatives aux politiques, et doivent normalement avoir siégé au moins un an au sein du comité.

### Mandat

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat du trésorier et des présidents des comités est de deux ans.

### Méthode de mise en candidature

Prévoir d'envoyer les candidatures à :  
M. Gordon Shrimpton, président  
Comité des élections et résolutions  
Association canadienne des professeurs  
et professeurs d'université  
2675, promenade Queensview  
Ottawa (Ontario) K2H 8K2  
Télé. : (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature : (1) une lettre de mise en candidature; (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au sein du comité advenant son élection; (4) une copie du formulaire d'information réglementaire, dûment rempli, disponible à [www.caut.ca](http://www.caut.ca).

### La date limite 1<sup>er</sup> mars 2006

Les renseignements au sujet du dégageement se trouvent à : [www.acppu.ca/fr/policies/release\\_time.asp](http://www.acppu.ca/fr/policies/release_time.asp).

Canadian Association of University Teachers  
Association canadienne des professeurs et professeurs d'université



## ACTUALITÉS

### Suite de l'enquête sur le Programme des CRC

Le mois dernier, la Commission canadienne des droits de la personne a demandé que soit formé un tribunal chargé d'instruire les plaintes de huit professeurs contre Industrie Canada.

Déposées en mai 2003, ces plaintes allèguent que le Programme de chaires de recherches du Canada (PCRC), en contravention de l'article 5 de la Loi canadienne sur les droits de la personne, est discriminatoire à l'égard des femmes, des Autochtones, des personnes handicapées, des membres des minorités visibles et d'autres groupes aspirant à l'équité en matière d'emploi. Il s'agit, croit-on, du premier cas de plainte comportant des allégations de discrimination systémique fondées sur l'article 5 et qui est renvoyé à un tribunal des droits de la personne.

Les plaintes allèguent plus particulièrement que la structure du PCRC est discriminatoire à l'égard des groupes aspirant à l'équité en matière d'emploi du fait, entre autres, qu'elle permet aux universités de faire fi des obligations en matière d'équité qui sont énoncées dans les conventions collectives du personnel académique et dans les lois provinciales.

Les séances de médiation tenues à l'automne 2003 ont abouti à l'impassé qui perdure entre les plaignants et Industrie Canada. Le rapport de l'enquêteur, qui recommandait le renvoi des plaintes à un tribunal, a été finalement publié en août de cette année.

Le tribunal consultera les parties dans les prochaines semaines sur les dates des audiences où il entendra les plaideurs ainsi que les dépositions des témoins.

Tant dans l'analyse comparative entre les sexes que dans l'évaluation de la cinquième année du programme qui a été menée l'an dernier pour le compte du secrétariat des CRC, les consultants indépendants embauchés ont conclu qu'il existait bel et bien des preuves démontrant la discrimination sexuelle opérée par le programme. Cependant, ni le secrétariat ni les consultants n'ont poussé l'effort jusqu'à établir l'existence ou l'étendue de la discrimination exercée contre d'autres groupes aspirant à l'équité. ■

Documentation : Numéros du *Bulletin* de l'ACPPU de juin 2001, d'avril 2003 et de mai 2003.

English on page A9.

### L'ACPPU récompense les services de 18 membres

L'ACPPU a décerné le prix pour services insignes à dix-huit membres. Maintenant dans sa troisième année, le prix récompense des personnes qui ont fourni des services exceptionnels à leur association de personnel académique.

Les lauréats, nommés par leur association, reçoivent un certificat commémoratif et une épinglette à l'effigie de l'ACPPU.

En novembre, Donald Westwood, Denis Forcese, Douglas Wurtele, Kanta Marwah, Mark Langer, Shirley Mills, Mike Fox, Frances

Montgomery, Derek Sida, Marvin Glass, Jill Vickers, Vincent Basseville, George Neuspiel, Geza Kardos, William Lawson et Martien de Leeuw de l'Université Carleton (CUASA), Robert S. Dilley de l'Université Lakehead (LUFA) et Jeannette Gaudet de l'Université St. Thomas (FAUST) sont devenus les nouveaux lauréats du Prix pour services insignes. Leurs noms sont publiés sur le site web de l'ACPPU. ■

English on page A4.

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## NEWS

## Human Rights Commission Calls for CRC Investigation

CANADA'S Human Rights Commission requested last month the appointment of a tribunal to hear the complaints of eight female professors against Industry Canada.

The complaints, filed in May 2003, allege the Canada Research Chairs Program discriminates against women, aboriginal people, people with disability, visible minorities and other equity-seeking groups contrary to section 5 of the Canadian Human Rights Act. It is believed this is the first section 5 complaint involving allegations of systemic discrimination referred to a human rights tribunal.

The complaints specifically allege that the structure of the CRC program discriminates against equity-seeking groups because, among other things, it allows universities to disregard the equity obligations contained in faculty collective agreements and provincial legislation.

Mediation sessions held in the fall of 2003 resulted in a continuing

stalemate between the complainants and Industry Canada. The investigator's report, which recommended referral of the complaints to a tribunal, was finally released in August this year.

The parties will be consulted by the tribunal within the next few weeks to set dates for hearings at which both sides can present their arguments and call witnesses.

In the gender-based analysis and in the fifth year evaluation of the program completed last year on behalf of the CRC secretariat, independent consultants advised there was evidence of gender discrimination in the program. But neither the secretariat nor the consultants made any effort to ascertain the existence or scope of discrimination against other equity-seeking groups. ■

Background: Bulletin reports June 2001, April 2003 & May 2003.

Version française à la page A8.

## The Canadianization Movement

ES From PAGE A7

pology; there had been an increase in Canadian content in departmental offerings; the major funding agency for Canadians was favoring Canadian projects; and that, by and large, work on Canadian issues was being conducted not by foreign, or foreign-trained, academics, but by Canadian-trained Canadians. Unfortunately, the number of Canadian women teaching in sociology and anthropology had declined.

As a result of these findings, the association reaffirmed that priority in future hirings be given to Canadians, and particularly Canadian women. According to Cormier, this affirmative stance for women represented a fundamental reorientation on the part of the Canadianization movement within the association. Unfortunately, provincial human rights commissions put severe limits on the ability of the association to implement policies of preferential hiring for women.

The federal government did, however, ask academic associations to provide annual reports on the state of the labour market for Canadians in general, and Canadian women in particular. In part because of the activities of the CSAA, Cormier argues that in 1981 the federal government made it very difficult to give foreign academics preference in hirings.

Overall, for Cormier, the Canadianization movement within the CSAA was a success. The number of foreign, and particularly U.S., academics declined in sociology and anthropology; issues of relevance to Canadians were being addressed in the classroom; research on Canadian topics was being undertaken; and Canadian perspectives on social issues were being developed. He doubts, however, that if demand for university academics were to outstrip domestic supply in the future, a movement similar to the Canadianization movement would again emerge.

Cormier has done a good job in bringing to the attention of readers the forces that helped define sociology and anthropology in Canada. As such, the book should be required

reading for graduate students in the two disciplines. But, despite this contribution, there are two criticisms that can be raised of his work.

First, there is an over-reliance on a limited number of sources. As a result, Cormier sometimes makes connections between events that should be proven by reference to other sources of evidence rather than simply being assumed. For example, there is an assumption that CSAA's lobbying activities contributed to a decision of the federal government to introduce practices ensuring that Canadians were not disadvantaged in the hiring process. This may be true, but in order to make the point it would be necessary to document the factors that went into the decision. The CSAA actions may or may not have been significant. The coincidence of two events does not imply cause and effect.

More important, little attention is paid to the blood and guts of the Canadianization movement. Mainly left out of the narrative is the fact that life was often made very uncomfortable for advocates of Canadianization in departments of sociology and anthropology. For example, there are instances of Canadian students being treated unfairly by their professors for daring to express concern with the lack of Canadian examples and issues in their courses. There are examples of professors (both Canadian and foreign born) being harassed by their colleagues for expressing support for Canadianization.

There are examples of vicious debates related to Canadianization that divided departments for many years and negatively affected the career opportunities of supporters of Canadianization. There are also examples of fully-qualified Canadians having to pursue other than university careers because of their inability to break into a job market dominated by American decision-makers. This is an aspect of the lived experience of the Canadianization movement that should be part of the record. ■

J. Paul Grayson is a York University social sciences professor.

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— University of Toronto, Statement of Institutional Purpose

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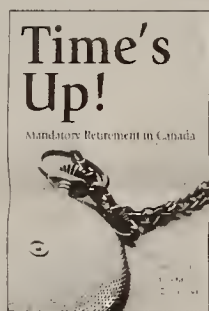


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Edited by  
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# NEWS

## Revisiting Research

Conference gathers young scholars of the Middle East & Islam adjusting to post-9/11 changes.

SCHOLARS in Islamic and Middle East studies met at the University of Toronto in November to discuss post-9/11 prospects and challenges for Canadian research in Middle Eastern issues.

"After Sept. 11, 2001, and again after the bombings in London this summer, this field of expertise has found itself in the limelight of media attention and in high demand to explain, mediate and advocate," said Jens Hansen, professor of history and Near and Middle Eastern Civilizations at the U of T, who organized the conference with Simon Fraser University history professor Thomas Kühn and Amal Ghazal, professor of history at the U of T and Dalhousie University.

Participants discussed issues relating to teaching about the Arab-Israeli conflict, Antisemitism, Islamophobia, academic freedom and the challenges of multiculturalism. Concluding plenary sessions addressed professional, pedagogical and policy issues and strategies for the future of Middle East and Islamic Studies in Canada.

"We were really delighted with the enthusiastic response of our colleagues to the conference," Hansen said. "We had no idea that what we were planning would turn out to become a historic event in Middle East and Islamic Studies in North America."

Over the last four years there has been an unprecedented expansion at Canadian universities in the field of Middle East and Islamic studies.

"This expansion reflects the growing significance of this field in light of recent immigration from the Middle East, issues regarding the place of religion in Canadian society as well as public interest and anxiety about the nature of Islam," Hansen said.

The event was funded by the Social Sciences and Humanities Research Council, the Canadian Consortium on Human Security, the Canadian Committee of the Middle East Studies Association of North America, the U of T, Dalhousie and Simon Fraser universities and the University of Alberta. ■

## La Mise à jour financière omet un besoin de financement en éducation

FACE au renversement imminent du gouvernement fédéral, le ministre des Finances, Ralph Goodale, s'est servi de la Mise à jour financière de cette année pour annoncer les éléments phares du programme de la prochaine campagne électorale du Parti libéral.

Les réductions d'impôts de près de 30 milliards de dollars sont certes la pièce maîtresse du programme électoral, mais la Mise à jour financière fait également état de la promesse du gouvernement d'engager plus de 6 milliards de dollars dans le secteur de l'enseignement postsecondaire au cours des cinq prochaines années.

Le directeur général de l'ACPPU, James Turk, fait bon accueil au financement supplémentaire prévu pour les universités et les collèges, bien que, selon lui, le gouvernement ne s'attaque pas au principal problème : le financement de base inadéquat.

« Nous constatons avec plaisir que les Libéraux comptent élargir l'accès aux études postsecondaires et nous accueillons favorablement le projet d'étendre le programme canadien de subventions d'accès à toutes les années d'études », affirme M. Turk. « Cependant, cela doit s'accompagner d'une stratégie concertée avec les provinces pour geler et éventuellement réduire les frais de scolarité de sorte que les augmentations de frais ne minent pas la valeur de la subvention. Cela ne peut être réalisé que par une hausse des budgets d'exploitation de base des universités et collèges. »

Outre l'amélioration des subventions aux étudiants de premier cycle, le gouvernement planifie de doubler le nombre de bourses d'études supérieures accordées, d'augmenter le fi-

nançement destiné au Programme canadien de prêts aux étudiants et de fournir plus de soutien aux étudiants autochtones et aux étudiants handicapés.

« Toutes ces initiatives sont d'importantes étapes dans l'élargissement de l'accès aux études postsecondaires, mais nous devons également voir un engagement fédéral plus direct aux fonds d'exploitation de base grâce à un transfert dédié aux provinces pour l'éducation postsecondaire », soutient M. Turk. « Sans cela, le gouvernement ne fait que ratisser les contours du vrai problème. »

La Mise à jour propose également d'augmenter considérablement le financement à la recherche au cours des cinq prochaines années, y compris une somme additionnelle de 1,2 milliard de dollars pour le financement des coûts indirects de la recherche universitaire et une hausse de 85 millions de dollars des budgets des organismes subventionnaires.

M. Turk déclare toutefois qu'il est préoccupé par l'insistance étroite et continue du gouvernement sur la commercialisation de la recherche universitaire et son intention d'exiger des conseils subventionnaires qu'ils élaborent et signalent chaque année une série standardisée de mesures pour dépister les résultats de recherche.

« Ce type d'indicateurs de rendement appliqués à la recherche s'est révélé désastreux dans d'autres pays », dit-il. « Au Royaume-Uni, il a biaisé la recherche vers des résultats de publication à court terme au détriment de recherches plus fondamentales et à long terme. » ■

English on page A5.

## COMITÉE VACANCIES POSTES À COMBLER

## CAUT Standing Committees

CAUT is seeking potential members for its four standing committees of Council. Each of these committees has at least eight members (including the chair) and normally meets twice a year.

### Position Vacancies

Academic Freedom and Tenure Committee. Two Vacancies. Members should have considerable experience in one or more of the following areas: academic freedom, human rights and civil liberties. They should be willing and available to dedicate considerable time to the work of the committee between meetings, including promotion of academic freedom, drafting of documents and other related activities.

Collective Bargaining and Economic Benefits Committee. Two or Three Vacancies (depending on whether an incumbent member of the committee is elected chair). Members should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. They should be able to commit time to the work of the committee between meetings, including drafting of model clauses, development of policy statements and other related activities.

Librarians' Committee. One or Two Vacancies (depending on whether an incumbent member of the committee is elected chair). Members should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian post-secondary education institutions. They ought to be aware of policy matters per-

taining to academic rights and working conditions of academic librarians. Members should be willing and available to dedicate significant time to the work of the committee between meetings, including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Women's Committee. Three Vacancies. Members should have considerable experience representing the interests of and coordinating strategies promoting the status of women. They should also have knowledge of policy matters pertaining to women in post-secondary education. Members should be willing and available to dedicate considerable time to the work of the committee between meetings, including educational work, drafting of documents and other related activities.

### Term of Office

The term of office for members of standing committees is normally three years, with the possibility of one renewal.

### Application Procedure

If you are interested in being on one of these committees, send a letter indicating the committee and your background relevant to that committee to: Louise Desjardins, Executive Assistant, Canadian Association of University Teachers, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2.

Deadline 1 February 2006

## Comités permanents de l'ACPPU

L'ACPPU est à la recherche de membres qui pourraient occuper des postes au sein des quatre comités permanents du Conseil. Chacun de ces comités compte au moins huit membres (incluant le président ou la présidente) et entend se réunir normalement deux fois l'an.

### Les postes vacants

Comité de la liberté académique et de la permanence de l'emploi, deux postes. Les candidats et candidates doivent avoir une expérience considérable dans l'un ou plusieurs des domaines suivants : la liberté académique, les droits de la personne et les libertés civiles. Ils ou elles doivent pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à la promotion de la liberté académique, à la rédaction de documents et à des activités connexes.

Comité de la négociation collective et des avantages économiques, deux ou trois postes (selon qu'un membre siègeant au sein du comité est élu président). Les candidats et candidates doivent avoir une expérience confirmée dans le domaine de la négociation collective ou de l'analyse des avantages économiques. Ils ou elles doivent pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en rédigeant des clauses modèles, en élaborant des énoncés de principes et en participant à des activités connexes.

Comité des bibliothécaires, un ou deux postes (selon qu'un membre siègeant au sein du comité est élu président). Les candidats et candidates doivent avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations universitaires des bibliothécaires dans les institutions canadiennes d'enseignement postsecondaire. Ils ou elles doivent connaître les questions de principe touchant les droits universitaires et les

conditions de travail des bibliothécaires dans les universités et collèges. Les membres doivent également pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à l'organisation du colloque biennal, en rédigeant ou en révisant des documents, en répondant à des demandes de renseignements et en exerçant des activités connexes.

Comité des femmes, trois postes. Les candidates doivent avoir une expérience considérable dans la représentation des intérêts et la coordination des stratégies visant à promouvoir le statut de la femme. Les membres doivent connaître les questions de principe touchant le rôle des femmes dans l'enseignement postsecondaire. Elles doivent également pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en réalisant un travail d'information, en rédigeant des documents et en participant à des activités connexes.

### Mandat

La durée du mandat des membres des comités permanents est normalement de trois ans avec la possibilité d'un renouvellement.

### Procédure de demande

Les personnes désirant siéger à l'un de ces comités sont priées de faire parvenir à l'adresse ci-après une lettre précisant le nom du comité qui les intéresse et décrivant l'expérience qu'elles possèdent par rapport à ce comité : Louise Desjardins, Adjointe au directeur général, Association canadienne des professeurs et professeurs d'université, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2.

La date limite 1<sup>er</sup> février 2006

Canadian Association of University Teachers  
Association canadienne des professeurs et professeurs d'université



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www.acppu.ca



# CAREERS CARRIÈRES

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## How to Place a Career Ad

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**■ ACCOUNTING – The University of Western Ontario.** Bachelor of Administrative and Commercial Studies (BACS) is an interdisciplinary program in the Faculty of Social Science at the University of Western Ontario with over 2100 students. The only program of its kind offered by a Canadian university, the rigorous BACS curriculum combines business studies with a strong foundation in the social sciences. Applicants are invited for a one-year, limited-term appointment in Accounting. Candidates must possess a recognized accounting designation (CA, CMA, or CGA) and at least a Master's degree in a relevant field, and provide evidence of superior teaching ability. The successful candidate will be expected to teach undergraduate courses in management accounting (including management control systems), and possibly financial accounting. Applications are welcome from candidates competent to teach in all areas of accounting. Candidates demonstrating a commitment to working in an interdisciplinary environment will be preferred. Rank and salary will be commensurate with previous performance, qualifications and experience in accordance with the Collective Agreement. The appointment is effective July 1, 2006. Applicants can learn more about the BACS Program at [www.uwo.ca/bacs](http://www.uwo.ca/bacs). A curriculum vitae (including the names of three references) should be forwarded to: Professor Keith Fleming, Director, Bachelor of Administrative and Commercial Studies Program, Room 2040 Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2. Applications will be accepted until December 15, 2005, or thereafter until the position is filled. Files will be reviewed on a rolling basis. Positions are subject to budget approval. Applicants should have fluent written and verbal communication skills in English.

All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

**■ ACCOUNTING – Mount Allison University.** The Commerce Department at Mount Allison University invites applications for a tenure track appointment in Financial Accounting, from individuals who are interested in actively participating in the community of learning that defines Mount Allison University. The successful candidate will be capable of contributing to program enhancements and curriculum design; will introduce innovative pedagogical approaches; and explore integrative educational opportunities with other academic areas. Most importantly they should be willing to contribute to a learning community that emphasizes the education of the whole person both within the classroom and beyond. The ideal candidate will have a PhD in accounting (completed or near completion) or a PhD in a related field with a professional accounting designation. The minimum requirements for the position are a Masters degree in business or accounting, with a background in professional accounting (professional accounting designation), experience with Canadian companies and financial reporting, and a strong interest in research and teaching. The appointment will be made at the Assistant Professor rank and will commence on July 1, 2006, subject to budgetary approval. Candidates must have a strong commitment to teaching undergraduate students and undertaking scholarly research activities. An application should include a curriculum vitae, three reference letters, an example of completed research, and a statement of teaching philosophy, and should be sent to: Dr. Rosemary Pelletier, Chair, Search Committee, Commerce Department, Mount Allison University, 144 Main St., Sackville, NB, E4L 1A7. Fax: 506-364-2625; Phone: 506-364-2326; Email: [rpelletier@mta.ca](mailto:rpelletier@mta.ca). The closing date for receipt of applications is January 15, 2006 or until the position is filled. Mount Allison University has an employment equity programme and encourages applications from all qualified women and men, including aboriginal peoples, persons with disabilities and members of visible minorities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Canadians and permanent residents should indicate their citizenship status in their application.

**■ ACCOUNTING – University of Waterloo.** Applications are being accepted for three tenure-track positions at the Assistant Professor level in Accounting or closely related disciplines beginning after December 31, 2005. The successful candidate will have a PhD in Accounting (completed or near completion) and an active, on-going research program. Duties include research and teaching at undergraduate and graduate levels. Salary range commensurate with qualifications and experience. The closing date for applications is November 30, 2005. Send curriculum vitae to: Professor A.C. Mason, Director, School of Accounting, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Candidates who are likely to be selected for an interview will subsequently be asked to arrange for three letters of reference. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**■ ACCOUNTING – University of Waterloo.** The School of Accounting at the University of Waterloo, Canada, invites nominations and applications for the position of Director, effective July 1, 2006. The successful candidate

will be expected to lead the School to reach a new level of excellence in research and to build relationships in the broader corporate community, while maintaining its tradition of outstanding teaching. Candidates should be proven leaders in a professional, corporate, or academic setting, committed to transparency and inclusivity, and have strong interpersonal, communication, and motivational skills. Other desirable attributes include a commitment to professional education, knowledge of university culture, administrative competence, and a successful record of scholarship. The School is a Canadian leader in accounting education and research, with a record of service to the profession and academia. The School's scope is expanding, with new programs in financial management, computing and finance, and information systems assurance. Applications to our undergraduate cooperative education programs exceed 2,000 for approximately 215 places. The School also has highly successful Master's of Accounting, Taxation, and Finance programs, and a doctoral program that has produced outstanding accounting PhDs. New premises are scheduled for completion in 2007. More details about the University, the School, and the position are available from: [accounting.uwaterloo.ca](mailto:accounting.uwaterloo.ca). The Selection Committee will begin reviewing applications immediately, but should receive all applications no later than January 9, 2006. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples or persons with disabilities. Send applications and nominations in confidence to: Professor R. Kerr, Dean, Faculty of Arts, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Fax: (519) 746-5147. For other communications, please contact: Brenda Smith, [bsmith@uwaterloo.ca](mailto:bsmith@uwaterloo.ca).

**■ ANTHROPOLOGY – University of Prince Edward Island.** The Department of Sociology and Anthropology invites applications for a Newcomer/Visiting appointment in Anthropology at the rank of Lecturer/Assistant Professor, July 1, 2006-May 31, 2007. Teaching duties are in undergraduate courses in Anthropology and will include two introductory Anthropology courses, a core course in Anthropological Field Methods, and two other courses which complement the Department's program in Anthropology and/or Sociology. Anthropology. Please consult: The University Calendar at: <http://www.upei.ca/registrar/sociology.pdf>. Qualifications: PhD or ABD preferred. In addition to a cover letter of application, applicants should submit evidence of teaching performance, a current curriculum vitae, and arrange for three letters of reference to be received by 20 March, 2006 to: J. Kopachewsky, Chair, Dept. of Sociology and Anthropology, University of P.E.I., Charlottetown, PE, Canada C1A 4P3. Email: [inquiries to kopachewsky@upei.ca](mailto:inquiries to kopachewsky@upei.ca). In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. UPEI is committed to the principle of equity in employment.

**■ ANTHROPOLOGY – Saint Mary's University.** The Department of Anthropology at Saint Mary's University invites applications for a tenure-track position at the rank of Assistant Professor starting July 1, 2006. The Department is seeking an individual with a research background in the field of Anthropology who is committed to excellence in undergraduate teaching. Applicants should have a PhD or be near completion. The successful candidate will be expected to teach ethnology and socio-cultural anthropology at the introductory level, to develop upper level courses in the area of specialization, and to contribute to curriculum development at departmental and institutional levels. Although the area of specialization is open, we particularly invite applications from individuals with research and teaching expertise relating to one or more of the interdisciplinary programs affiliated with Anthropology at Saint Mary's: Asian Studies, Atlantic Canada Studies, International Development Studies, Northern Studies. The Department of Anthropology has a strong research commitment to applied research, outreach activities and community-based partnerships. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier including evidence of teaching effectiveness, a sample of recent scholarly writing, graduate school transcripts, and the names of three referees to: Dr. Stephen Davis, Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Electronic applications may be submitted to Ms. Monica Lewis: [monica.lewis@smu.ca](mailto:monica.lewis@smu.ca). Review of applications will begin on 13 February 2006 and continue until the position is filled. Saint Mary's University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full-time and part-time students, to conduct research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In pursuing its mission, Saint Mary's is guided by a commitment to accessibility, diversity, and the provision of a positive educational environment. It attaches high priority to promoting the personal as well as intellectual development of students, to encouraging engagement with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research.

**■ APPLIED MATHEMATICS – University of Waterloo.** The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure-track faculty position in the area of mathematical medicine, to begin on or after July 1, 2006. Appointment at the Assistant Professor level is preferred, but exceptionally strong candidates would be considered for a more senior position. Salary will be commensurate with experience and research record. Current research in this area includes projects being carried out in collaboration with medical practitioners at Princess Margaret Hospital and the Hospital for Sick Children, which focus on the development of mechanical models that accurately describe a variety of diseases and clinical conditions. Candidates should exhibit potential for outstanding research, and should have a strong mathematical background. We are looking for applicants with enthusiasm for teaching at both the undergraduate and graduate level. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to: J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 (reference letters should not be sent at this stage). Screening of applications will begin on December 15, 2005, and the final deadline for receiving applications is January 15, 2006. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. Further information about the Department may be obtained from our website at [www.math.uwaterloo.ca/AM\\_Dept/index.html](http://www.math.uwaterloo.ca/AM_Dept/index.html). The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

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## Atkinson Faculty of Liberal and Professional Studies

### TENURE-TRACK POSITION

#### PHILOSOPHY

The Philosophy/Modes of Reasoning Program invites applications for a tenure-track position at the Assistant Professor level in applied and professional philosophy, commencing July 1, 2006, subject to final budgetary approval. The area of specialization is open. The successful applicant will be expected to teach and help create undergraduate courses that are professionally oriented in applied philosophy. These courses may include, but are not limited to, courses in Moral and/or Political Philosophy, Philosophy of Law and/or Justice, Practical Ethics and/or Applied Ethics. The successful applicant will be expected to teach basic introductory courses, upper-level courses in practical ethics and applied philosophy, and graduate courses in the area of specialization. A central feature of the Philosophy/Modes of Reasoning Program is our first-year, compulsory critical thinking program "Modes of Reasoning". The candidate must be committed to teaching in, and sustaining this program, and should show demonstrated competence in this area. Candidates must also be knowledgeable about technology-enhanced learning, and committed to using technology in face-to-face teaching and to developing online courses. Applicants must have a PhD, publications and ongoing research. Atkinson is committed to quality teaching and learning. The applicant should be able to demonstrate strong teaching ability, and have the potential to mount and maintain an active research agenda related to his or her specialty. Applicants should refer to the Philosophy Calendar and University website, to specifically identify which courses they feel competent to teach. The successful candidate should be appointable or imminently appointable to the Faculty of Graduate Studies (FGS). Experience with graduate programs and supervision is an asset. Full position details can be viewed at [www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs).

Salary will be commensurate with rank and qualifications. Applicants should submit a letter of application with a current curriculum vitae, including the names and addresses of three referees and identifying areas of teaching and research interest, and arrange to have the letters of reference (at least one of which should address the applicant's teaching) sent directly to: Professor Marshall Walker, School of Liberal and Professional Studies, York University, 4700 Keele Street, 2077 TEL Building, Toronto, Ontario, M3J 1P3. The deadline for applications has been extended to January 6, 2006.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs) or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

The Atkinson Faculty of Liberal and Professional Studies offers 29 diverse programs in eight academic schools: the School of Administrative Studies, the School of Analytic Studies and Information Technology, the School of Arts and Letters, the School of Health Policy and Management, the School of Nursing, the Department of Psychology, the School of Social Sciences, and the School of Social Work. The Faculty specializes in professionally relevant liberal studies programs that provide students with a broad, research-focused liberal studies background, and the substantive knowledge and skills necessary to succeed in a variety of professional careers. Our faculty members are internationally renowned educators and researchers with expertise in a variety of disciplinary and interdisciplinary fields.

The Faculty caters to both full-time and part-time students coming directly from high school and/or returning to university to obtain a degree to advance in a field of interest, change career directions, and/or upgrade skills. Atkinson offers flexible scheduling and teaching formats, with courses offered on campus in the day and evening, as well as courses delivered by Internet and correspondence. Atkinson Faculty is committed to expanding its experiential education activities to give students hands-on, problem-based learning opportunities that help bridge academic studies and career development. In 2006-2007, and continuing over the next few years, the Faculty is particularly interested in expanding its existing graduate programs, and developing new programs at both the master's and PhD levels. When you join Atkinson, you will become a member of a vibrant Faculty that is committed to teaching excellence and outstanding research.

### SCHOOL OF ANALYTIC STUDIES AND INFORMATION TECHNOLOGY

The School of Analytic Studies and Information Technology brings together the disciplines of Economics, Mathematics, Information Technology, Science and Technology Studies, and Philosophy in a way that respects individual disciplinary perspectives while embracing an integrated analytical and applied approach to teaching across all programs areas. For more information on the School and its programs, see [www.atkinson.yorku.ca/sasit/](http://www.atkinson.yorku.ca/sasit/) or contact Elise Ramnikhawan, Administrative Assistant, at 416.736.2100, x30098.

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# CAREERS CARRIÈRES

**■ APPLIED MATHEMATICS – University of Waterloo.** The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure-track faculty position in the field of computational mathematics, to begin on or after July 1, 2006. The position is at the Assistant Professor level, and salary will be commensurate with experience and research record. In exceptional cases, an appointment at a higher level may be possible. The primary area of interest is numerical methods for PDEs, for example, stochastic PDEs, multiscale PDE modeling, and numerical linear algebra methods. Involvement in areas of application that overlap with current activity in the department will be an advantage. Candidates should show evidence of outstanding potential in research and enthusiasm for teaching at the graduate level and should have a strong mathematical background. We are looking for applicants with enthusiasm for teaching at the graduate level and for the supervision of graduate students. Applicants should send a curriculum vitae including a statement of research interests and teaching philosophy, and the names and addresses of at least three referees to J. Walnwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The deadline for receiving applications is January 15, 2006. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. Further information about the Department may be obtained from our website at [www.math.uwaterloo.ca/AM\\_Dept/index.html](http://www.math.uwaterloo.ca/AM_Dept/index.html). The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. This advertisement is subject to the availability of funds.

**■ APPLIED MATHEMATICS – University of Waterloo.** Tenure Track Position in Theoretical Neuroscience: The Department of Applied Mathematics at the University of Waterloo invites applications for a Tier 2 Canada Research Chair in the area of theoretical or computational neuroscience to begin 1 July 2006, or later. These prestigious chairs are intended for exceptional emerging researchers who have the potential to lead in their field (<http://www.chairs.gc.ca>). The position is at the Assistant/Associate Professor level. Rank and salary will be commensurate with experience and research record. Candidates should show evidence of an outstanding research program, should have a strong mathematical background, and demonstrate an active interest in biophysics, systems neuroscience, or cognitive neuroscience. The successful candidate will play a central role in the development of the Centre for Theoretical Neuroscience at the University of Waterloo. The centre will also be supported by a second Canada Research Chair. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to J. Walnwright, Chair, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Reference letters should not be sent at this stage. Screening of applications will begin on December 15, 2005. The deadline for receiving applications is January 20, 2006. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together

with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. Further information about the Department may be obtained from our website at [www.math.uwaterloo.ca/AM\\_Dept/index.html](http://www.math.uwaterloo.ca/AM_Dept/index.html). The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

**■ ART HISTORY – University of Lethbridge.** The University of Lethbridge, the Faculty of Fine Arts, Department of Art invites applications for a tenure-track position in art history, at the rank of assistant professor, effective July 1, 2006, and subject to Board of Governors' approval. For more information and application procedures, please see our website at [www.uleth.ca/fia](http://www.uleth.ca/fia) and click on "employment".

**■ ASIAN STUDIES – University of British Columbia.** The Dept. of Asian Studies seeks to appoint an assistant professor (tenure track) of Punjabi Language, Literature and Sikh Studies to begin July 2006. The successful candidate is expected to have an earned doctorate, an outstanding research agenda, excellent knowledge of Punjabi, and evidence of excellence in scholarship. Relevant research areas include Punjabi literature, Sikh religion and history, and Canadian-Sikh studies. Applicants should send a letter of application describing their teaching and research interests and agenda, a current CV, and complete transcripts of university-level education, and should arrange for three letters of reference to be sent to the Chair, Punjabi Language, Literature and Sikh Studies, Department of Asian Studies, University of British Columbia, Vancouver, BC, Canada V6T 1Z2. Letters of application and supporting materials can also be sent electronically to [asa-admin@u.ubc.ca](mailto:asa-admin@u.ubc.ca). The review of applications will begin January 15 and continue until the position is filled. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

**■ ASTRONOMY & PHYSICS – Saint Mary's University.** The Department of Astronomy and Physics at Saint Mary's University seeks to hire at least one observational astronomer, commencing a renewal process that we anticipate will replace two retirements over the next two years. Appointments are normally at the assistant professor level, although exceptional candidates may be considered at a more senior rank. The Department encourages applications from candidates with interests in all areas of observational astronomy. We are especially interested in applications whose interests are synergistic with the Canadian Astronomy Community's long range plan (see [www.caas.ca/rp/](http://www.caas.ca/rp/)), and who would make use of one or more of Canada's present and future large and international observatory facilities, such as CFHT, JCM, Gemini, ALMA, NGST, SKA, and VLBI. As detailed in a separate advertisement, the Department is also seeking a candidate for a Tier II Canada Research Chair in Computational Astrophysics. We would therefore welcome applications from groups of individuals who could form strong collaborations between the observational and computational components of the Department. The Department consists of eleven NSERC-funded faculty members, each with active research efforts in one of the following areas: observational astronomy; theoretical and computational astrophysics; and theoretical and experimental subatomic physics. In 2003 the Institute for Computational Astrophysics (ICA) was formed as one of Saint Mary's strategic initiatives. The ICA is currently seeking an appointment of both a Tier I and Tier II Canada Research Chair and one regular faculty position. The University is one of four host sites for AcEnet, the Canadian Atlantic Computational Excellence network for high-performance computing. Further information on the Department's activities and interests can be found on the Department's website [www.smu.ca](http://www.smu.ca). The Department offers both MSc and PhD degrees in astronomy, as well as an undergraduate astrophysics program. Saint Mary's is committed to excellence in undergraduate and graduate teaching, and the Department seeks candidates with experience and enthusiasm for teaching as well as those who can establish a vigorous research program capable of involving both graduate and undergraduate students. The deadline for applications is January 30, 2006. Interviews of short-listed candidates would commence in February. Please submit your CV along with a statement of research interests, a statement on teaching (e.g. experience, interests and philosophy), and the names and addresses of three referees to Chair, Search Committee, Observational Astronomy, Department of Astronomy and Physics, Saint Mary's University, Halifax, NS, B3H 3C3; fax: (902) 496-8216; web: [www.smu.ca](http://www.smu.ca); email: [facultysearch@smu.ca](mailto:facultysearch@smu.ca). While this advertisement is directed in the first instance to Canadian citizens and permanent residents, all qualified candidates are strongly encouraged to apply. Saint Mary's University is committed to principles of employment equity.

da Research Chair and one regular faculty position. The University is one of four host sites for AcEnet, the Canadian Atlantic Computational Excellence network for high-performance computing. Further information on the Department's activities and interests can be found on the Department's website [www.smu.ca](http://www.smu.ca). The Department offers both MSc and PhD degrees in astronomy, as well as an undergraduate astrophysics program. Saint Mary's is committed to excellence in undergraduate and graduate teaching, and the Department seeks candidates with experience and enthusiasm for teaching as well as those who can establish a vigorous research program capable of involving both graduate and undergraduate students. The deadline for applications is January 30, 2006. Interviews of short-listed candidates would commence in February. Please submit your CV along with a statement of research interests, a statement on teaching (e.g. experience, interests and philosophy), and the names and addresses of three referees to Chair, Search Committee, Observational Astronomy, Department of Astronomy and Physics, Saint Mary's University, Halifax, NS, B3H 3C3; fax: (902) 496-8216; web: [www.smu.ca](http://www.smu.ca); email: [facultysearch@smu.ca](mailto:facultysearch@smu.ca). While this advertisement is directed in the first instance to Canadian citizens and permanent residents, all qualified candidates are strongly encouraged to apply. Saint Mary's University is committed to principles of employment equity.



The Department of Agricultural, Food and Nutritional Science (AFNS) seeks applications for two tenure track Assistant/Associate Professors, in the areas of Beef Quantitative/Statistical Genetics and Bioinformatics. These positions are key appointments in the Bovine Genomics program of the Institute for Food and Agricultural Sciences, Alberta (IFASA). IFASA, a partnership between the U of A, Alberta Agriculture, Food and Rural Development, and the Alberta Research Council, is committed to a substantial expansion of agri-food research to support the growth of Alberta's value added industries. While the positions are being supported by IFASA funds, the appointments will be 75% research and 25% teaching.

Candidates must have an appreciation for the fact that operation of a world-class program in livestock genetics depends on effective leadership and direction in core areas including quantitative genetics, functional genomics, molecular biology, population biology and bioinformatics. The successful candidates will utilize laboratory and computing resources

## Assistant/Associate Professor in Beef Quantitative/Statistical Genetics

Prospective candidates must have a PhD in animal breeding, quantitative genetics or a closely related field with demonstrated experience in beef cattle genetics research. Applicants must show in addition to the above requirements, the ability to conduct effective technology transfer and service programs to the beef industry, experience in planning and implementing experiments involving genetic source herds of cattle, and experience and training in scientific leadership.

The successful candidate will be expected to conduct innovative and independent research in beef quantitative genetics by collaborating with local, national and international scientists, including attracting international, federal, provincial and industry funding as part of a stable and recognized research program that includes each of the core areas.

## Assistant/Associate Professor in Bioinformatics

The applicant should have a background in genome mapping, functional genomics, molecular biology and a particular interest in bioinformatics. Applicants must hold a Ph.D. in a relevant discipline and show demonstrated accomplishments in bioinformatics or computational biology, or in biology, biochemistry, molecular biology or developmental genetics with an emphasis on bioinformatics. Research experience at the postdoctoral level (or equivalent) in bioinformatics / computational biology is preferred. Relevant interests include: quantitative, population or molecular genetics; proteomics; genomics; gene expression analysis; machine learning and database mining; relational databases; molecular modeling; algorithm analysis and design; procedural and object-oriented software development.

The position will be responsible for initiating novel bioinformatics-based approaches to maximize information retrieval, analysis and application in the areas of structural and

functional genomics applied to livestock. The applicant will help develop, together with other scientists in the program, the bioinformatics platforms needed to foster research in support of the livestock industries. These activities include developing databases and data-mining techniques to achieve the program goals in gene mapping, genome sequencing and OTL identification. The appointee will also be expected to build strong partnerships and networks with: University of Alberta staff, provincial government staff, producers groups such as breed societies, breeding companies and feeders, packers and other stakeholders in order to create awareness, understanding and integration of genomics technologies into livestock industries. Teaching responsibilities will include both undergraduate and graduate level courses in animal biotechnology and molecular genetics. This responsibility may require development and delivery of new courses to meet departmental needs.

Applicants for both positions must show evidence of:

- 1) a strong publication record in refereed scientific journals;
- 2) the ability to attract research funds, manage budgets and supervise graduate students;
- 3) experience in working collaboratively and effectively in moderate to large interdisciplinary teams of researchers; and
- 4) experience or potential in teaching and student advising.

## CONRAD GREBEL UNIVERSITY COLLEGE at the University of Waterloo

### Assistant Professor, Religious Studies

Conrad Grebel University College at the University of Waterloo seeks to fill a full-time faculty position at the assistant professor level in the field of Religious Studies with an Old Testament emphasis, to begin July 2006.

Conrad Grebel University College is a Mennonite church-affiliated college on the campus of the University of Waterloo, with an undergraduate teaching program in the liberal arts, and a graduate teaching program in theological studies. Candidates should possess a PhD or ThD in Biblical Studies with research and teaching emphasis in Old Testament. The position will include both undergraduate and graduate teaching. The ability to teach in another area of the humanities or social sciences is desirable. Applicants should be sympathetic to the traditions and beliefs of the Mennonite church.

Applications should contain a cover letter detailing teaching and research expertise, a curriculum vitae, names of three referees, and other evidence of the candidate's suitability for the position. The deadline for applications is January 9, 2006. Please direct all inquiries and applications to:

Academic Dean, Conrad Grebel University College  
University of Waterloo, Waterloo, Ontario, Canada, N2L 3G6  
Tel: 519-885-0220, x265; Email: [cgucacad@uwaterloo.ca](mailto:cgucacad@uwaterloo.ca)

For more information about the College and its programs, visit the website at: <http://grebel.uwaterloo.ca/>. In accordance with Canadian immigration requirements, this advertisement is directed first of all to Canadian citizens and permanent residents of Canada. Conrad Grebel University College is committed to principles of employment equity.

[www.careers.ualberta.ca](http://www.careers.ualberta.ca)



## Assistant/Associate Professor in Molecular & Cellular Biology of Cancer

The Department of Pathology, Dalhousie University Faculty of Medicine, invites applications for a tenure-stream appointment (Assistant/Associate Professor, rank commensurate with experience) from investigators whose research expertise is within the broad field of molecular and cell biology of cancer. Recent development within the department includes the appointment of The Cameron Chair in Cancer Research, complementing the continued commitment to basic cancer biology research.

Position qualifications include a PhD and/or an MD (or equivalent degree) and postdoctoral experience. The successful applicant will have, or be expected to, develop an outstanding independent research program, and become part of a strong Faculty-wide developing program focused on cancer research and training. This program includes basic and clinical scientists with interests spanning molecular, translational, clinical, and population based research. Located in the beautiful Maritime environment and vibrant Halifax, Nova Scotia, we are home to some of Canada's top scientists, clinicians and students, and a centre of excellence that contributes much to the world's medical knowledge base.

The deadline for applications is January 31, 2006. Interested applicants please send curriculum vitae, a narrative of research and educational interests, and the names and contact information of three references to:

Christine Anjowski, Administrator  
Department of Pathology  
Dalhousie University  
5850 College Street  
Halifax, Nova Scotia B3H 1X5  
Email: [canjowski@dal.ca](mailto:canjowski@dal.ca)

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

Applications, including a statement of interest and vision regarding research and teaching, curriculum vitae, and the names of three referees, should be sent to:

Dr. Erasmus Okine  
Chair,  
Department of Agricultural,  
Food and Nutritional Science  
University of Alberta  
Edmonton, Alberta, Canada T6G 2P5

Phone: (780) 492-2131  
Fax: (780) 492-4265  
E-mail: [afns-chair@ualberta.ca](mailto:afns-chair@ualberta.ca)  
Website: [www.afns.ualberta.ca](http://www.afns.ualberta.ca)  
Deadline: December 31, 2005

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



## CAREERS CARRIÈRES


[www.careers.ualberta.ca](http://www.careers.ualberta.ca)

## Pediatric Ophthalmologist

The Department of Ophthalmology, Faculty of Medicine and Dentistry, University of Alberta is actively seeking a pediatric ophthalmologist. A strong pediatric division is maintained at the University of Alberta Hospital site, the principal site of Children's Health. The Department of Ophthalmology is centralized to clinical, surgical and research facilities that incorporate the region's twenty-seven staff ophthalmologists and the Residency Training Program. The Department maintains a very active research program in Ocular Genetics.

The Faculty of Medicine and Dentistry and the Capital Health Authority represent one of Canada's leading academic health sciences centres. With budgets of \$140 million and \$1 billion dollars respectively, the two organizations are recognized nationally and

internationally for their combined leadership in research, education and clinical service.

Details about the University of Alberta, Department of Ophthalmology, Faculty, Capital Health, and Edmonton can be found on the Faculty's Home Page at [www.med.ualberta.ca](http://www.med.ualberta.ca)

An academic appointment will be provided commensurate with level of experience. Candidates should send their curriculum vitae including their clinical and research interests, along with the names of three referees to:

Dr. Ian MacDonald  
Chair,  
Department of Ophthalmology  
10240 Kingsway Avenue, Room 2319  
Edmonton, Alberta, Canada T5H 3V9  
Telephone: (780) 735-4924  
Fax: (780) 735-4969

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



## University of Saskatchewan Tenure-Track Position Physical Therapy School of Physical Therapy

The School of Physical Therapy offers a B.Sc.P.T. degree, currently enrolling 30 students per year. A new Masters of Physical Therapy program has been proposed and if approved would replace the B.Sc.P.T. program in 2007. Research areas in the School include: osteoporosis, fibromyalgia, exercise management in chronic diseases, physical activity in older adults, parkinson's disease and development of outcome measures. The School supports a variety of initiatives related to inter-professional education of undergraduate and graduate levels.

Applications are invited for a full-time tenure-track position in Physical Therapy. Applicants must be eligible for licensure in the Saskatchewan College of Physical Therapists, and must hold a Ph.D. or equivalent doctoral degree. Candidates must have a commitment to teaching and research. Preference will be given to candidates with clinical and research expertise in exercise testing, exercise prescription, primary health, and physical therapy management of chronic disease.

The successful candidate will be expected to teach courses in the physical therapy program, to supervise graduate students (as required) and to conduct research.

Candidates should send a curriculum vitae, a statement of teaching and research interests, examples of publications, and the names of three references to:

Dr. Angela Busch, Acting Director  
Chair, Search Sub-committee, School of Physical Therapy  
1121 College Drive, Saskatoon, SK S7N 0W3  
Tel: (306) 966-6585  
Fax: (306) 966-6575  
Email: [angela.busch@sask.usask.ca](mailto:angela.busch@sask.usask.ca)

The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. This position has been cleared for advertising. For further information, please contact the search committee at [search@physiotherapy.usask.ca](mailto:search@physiotherapy.usask.ca) or visit our website at [www.usask.ca/physiotherapy](http://www.usask.ca/physiotherapy). Further information about the School and its programs is available on our Website ([www.usask.ca/physiotherapy](http://www.usask.ca/physiotherapy)).


[www.careers.ualberta.ca](http://www.careers.ualberta.ca)

## Neuro-Ophthalmologist

The Department of Ophthalmology, Faculty of Medicine and Dentistry, University of Alberta is actively seeking a neuro-ophthalmologist. The Department of Ophthalmology is centralized to clinical, surgical and research facilities that incorporate the region's twenty-seven staff ophthalmologists and the Residency Training Program. The Department maintains a very active research program in Ocular Genetics.

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Details about the University of Alberta, Department of Ophthalmology, Faculty, Capital Health, and Edmonton can be found on the Faculty's Home Page at [www.med.ualberta.ca](http://www.med.ualberta.ca)

An academic appointment will be provided commensurate with level of experience. Candidates should send their curriculum vitae including their clinical and research interests, along with the names of three referees to:

Dr. Ian MacDonald  
Chair,  
Department of Ophthalmology  
10240 Kingsway Avenue, Room 2319  
Edmonton, Alberta, Canada T5H 3V9  
Telephone: (780) 735-4924  
Fax: (780) 735-4969

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



## Faculty of Science

The Faculty of Science comprises nine departments, schools, and institutes and 140 full-time faculty. The Faculty offers diverse and exciting opportunities for discovery, learning, and personal growth to about 2,000 undergraduate students, through its three bachelor degree programs (B.Sc., B. Math, B.C.S.), and to more than 400 graduate students in its master's and doctoral programs. Ours is a research-intensive Faculty and a key contributor to Carleton University's research mission. The Faculty is a leader in several major national and international research projects and centres of excellence, and received over \$25 million in externally sponsored research support last year. Being located in the nation's capital is particularly advantageous, as we enjoy numerous collaborative research and learning relationships with federal government research laboratories, museums, high technology industries, and libraries in the Ottawa region. The Faculty of Science ([www.carleton.ca/science](http://www.carleton.ca/science)) is currently experiencing a period of renewal and growth.

## We currently have tenure-track openings in the following areas:

- Assistant Professor, Population/Theoretical Genetics, Department of Biology
- Assistant Professor, Microbiology/Virology, Department of Biology
- Assistant Professor, Animal Physiology/Biochemistry, Department of Biology and Institute of Biochemistry
- Assistant Professor, Organic Chemistry, Department of Chemistry
- Canada Research Chair - Tier 2, Bioinformatics, School of Computer Science
- Assistant Professor, Medical Physics, Department of Physics
- Assistant Professor, Particle Physics, Department of Physics
- Assistant Professor, Applied Mathematics, School of Mathematics and Statistics
- Assistant Professor, Applied Statistics, School of Mathematics and Statistics

Details of these positions may be found in the individual advertisements in this and upcoming editions of the CAUT Bulletin or by visiting our Web site at [carleton.ca/facultyrecruitment/](http://carleton.ca/facultyrecruitment/)

Carleton University is a dynamic research and teaching institution dedicated to achieving the highest standards of scholarship. Located in Ottawa, Ontario, Carleton takes full advantage of the outstanding resources found in the nation's capital and has earned itself a reputation as one of Canada's foremost universities in many areas of study. With 800 full-time faculty, 1,250 teaching assistants, and 915 administrative staff supporting nearly 23,000 students, including some 3,000 graduate students, Carleton offers a vibrant work and learning community. Its operating budget for 2004-2005, exclusive of ancillary operations, was \$240 million. Sponsored research income reached \$75 million in 2004.



Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

[carleton.ca/facultyrecruitment](http://carleton.ca/facultyrecruitment)

[www.careers.ualberta.ca](http://www.careers.ualberta.ca)

## Assistant or Associate Professor

The Department of Electrical and Computer Engineering at the University of Alberta invites applications for several tenure-track faculty positions at the Assistant/Associate Professor level. Exceptional candidates are being sought in all areas of Electrical Engineering,

Computer Engineering, and Engineering Physics. Areas of special interest include Biomedical Engineering (biomedical imaging analysis, biomedical signal processing, genomic analysis, biosystem modeling, drug delivery systems, systems biology), Signal and Image Processing (multimedia applications, video transmission, signal and image processing with applications in biomedical systems), circuits (RF electronics, microwave devices, analog and mixed signal circuits and signals, high speed digital integrated circuits), Nanoengineering (nanoelectronic devices, MEMS and bioMEMS), and Electromagnetics (applied electromagnetics, computational EM, antenna arrays).

Candidates must have earned (or expect) a PhD in electrical and computer engineering or a closely related area and have a strong commitment to research and teaching. Postdoctoral and/or industrial experience will be considered an asset. The candidate is expected to seek registration as a Professional Engineer in the province of Alberta.

The Department is undergoing an expansion and is committed to securing a position among the leading schools in North America. At present, we have over 50 faculty members. Our graduate program attracts outstanding students from the best schools worldwide and presently has an enrolment of over 300 students, including approximately 140 PhD candidates. The undergraduate

programs in Electrical Engineering (which includes a new option in biomedical engineering), Computer Engineering (which includes an option in Software Engineering), and Engineering Physics (with an option in Nanoengineering), enroll over 800 students.

Research and teaching needs are served by two new buildings with a total area of 31,000 square meters. There is a unique world-class nano and microfabrication facility located in the same building, and the National Institute for Nanotechnology is being built nearby. The undergraduate and graduate laboratories are generously equipped with state of the art equipment, and excellent computing facilities are available. Extensive funding opportunities are available through a variety of national and provincial sources. Further information about the Department can be found at [www.ece.ualberta.ca](http://www.ece.ualberta.ca).

Applicants are invited to submit their curriculum vitae including employment history, a statement outlining research and teaching interests, a brief description of major contributions, reprints of at least two representative research papers, and the names of at least three referees to:

Dr. H. J. Marquez  
Chair  
Department of Electrical and Computer Engineering  
The University of Alberta  
Edmonton, Alberta, Canada T6G 2V4  
E-mail: [marquez@ece.ualberta.ca](mailto:marquez@ece.ualberta.ca)

The application review process will begin January 1, 2006 and will continue until the positions have been filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



# CAREERS CARRIÈRES



uOttawa

L'Université canadienne  
Canada's university

## Postes réguliers de professeure ou professeur

La Faculté d'éducation de l'Université d'Ottawa est à la recherche de candidates et de candidats intéressé(e)s à l'enseignement dans les domaines suivants :

### Postes francophones

- Didactique du français
- Mesure et évaluation en éducation

### Postes anglophones

- *Educational Evaluation and Quantitative Research Methods*
- *Educational Counselling*
- *Science Education*
- *Mathematics Education*

### Critères de sélection

- Doctorat en éducation ou dans un domaine connexe
- Spécialisation et dossier actif de recherche dans le domaine
- Expérience en enseignement à l'élémentaire ou au secondaire, un atout
- Connaissance passive de l'anglais comme condition de permanence
- Connaissance des nouvelles technologies de l'information

### Fonctions

Les candidats ou les candidates devront enseigner aux programmes de premier, de deuxième et de troisième cycles, faire de la recherche dans leur domaine d'expertise, superviser des thèses de M.A. et de Ph.D. et des stages au niveau du B.Éd. et participer aux activités universitaires.

### Conditions et salaire à l'embauche

Selon la convention collective, les postes menant à la permanence sont sujets à une approbation budgétaire.

La date d'entrée en fonction est le 1<sup>er</sup> juillet 2006.

L'étude des dossiers continuera jusqu'à ce que les postes soient comblés.

Pour plus d'information au sujet de la Faculté d'éducation, visitez notre site Web à l'adresse suivante : [www.education.uottawa.ca/affichage/index.html](http://www.education.uottawa.ca/affichage/index.html)

Veuillez faire parvenir votre demande d'emploi, votre curriculum vitae ainsi que le nom de trois répondant(e)s à :

**Renée Forgette-Giroux, Vice-doyenne (Programmes)**  
**Faculté d'éducation, Université d'Ottawa**  
**145, rue Jean-Jacques-Lussier (314)**  
**C. P. 450, succursale A**  
**Ottawa (Ontario) K1N 6N5**  
**Courriel : [vdprog@uottawa.ca](mailto:vdprog@uottawa.ca)**

[www.uOttawa.ca](http://www.uOttawa.ca)

Conformément aux exigences d'Immigration Canada, toutes les personnes qualifiées sont invitées à postuler; la priorité est toutefois accordée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa souscrit en outre à l'équité d'emploi et encourage donc fortement les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature.

## Full-Time Faculty Positions

The Faculty of Education of the University of Ottawa is seeking candidates who are interested in teaching in the following fields:

### French Positions

- *Didactique du français*
- *Mesure et évaluation en éducation*

### English Positions

- *Educational Evaluation and Quantitative Research Methods*
- *Educational Counselling*
- *Science Education*
- *Mathematics Education*

### Qualifications

- Ph.D. in Education or a related field
- Specialization and active record of research in the field
- Experience in teaching at the elementary and secondary levels, an asset
- Passive knowledge of French as a condition of tenure
- Knowledge of new information technology

### Duties

Candidates will be expected to teach at the undergraduate and graduate levels, maintain research in their area of expertise, supervise MA and Ph.D. theses and practica at the B.Ed. level, as well as participate in University activities.

### Hiring Conditions and Salary

As per the current collective agreement, tenure-track positions are subject to budget approval.

The starting date is July 1, 2006.

The examination of applications will continue until the positions have been filled.

For more information about the Faculty of Education, visit our Web site at the following address: [www.education.uottawa.ca/postings/index.html](http://www.education.uottawa.ca/postings/index.html)

Please forward your application, résumé and the names of three references to:

**Renée Forgette-Giroux, Vice-Dean (Programs)**  
**Faculty of Education, University of Ottawa**  
**145 Jean-Jacques Lussier Street (314)**  
**P.O. Box 450, Station A**  
**Ottawa, Ontario K1N 6N5**  
**Email: [vdprog@uottawa.ca](mailto:vdprog@uottawa.ca)**

[www.uOttawa.ca](http://www.uOttawa.ca)

In accordance with Immigration Canada regulations, all qualified individuals are invited to apply; however, preference is given to both Canadian citizens and permanent residents. The University of Ottawa also has an employment-equity policy. We therefore strongly encourage women, Aboriginal peoples, members of visible minorities and persons with disabilities to apply.

Comptant 10 facultés et accueillant 32 000 étudiant(e)s, l'Université d'Ottawa est la plus importante université bilingue d'Amérique du Nord. En matière d'emploi, l'Université est réputée pour son approche axée sur l'esprit d'équipe ainsi que sur l'accueil et l'intégration des personnes.

With 10 faculties and 32,000 students, the University of Ottawa is North America's premier bilingual university. In terms of employment, the University is recognized for its team spirit and approach to welcoming and integrating people.





## CAREERS CARRIÈRES



OKANAGAN

## Tenure Track Positions Available at UBC Okanagan

The Okanagan's new University of British Columbia campus, UBC Okanagan, invites applications for up to 40 tenure track appointments, scheduled to begin July 1, 2006. Situated in Kelowna, BC, one of the most scenic regions in Canada, this new campus will offer faculty an intimate teaching environment and opportunities for world class research. UBC Okanagan is embarking on an unprecedented period of growth from its current complement of 3000 students to 7500 students. Successful candidates will have a PhD (or other appropriate terminal degree where relevant) with strong research records, exceptional communication skills, and a demonstrated excellence in teaching at both the undergraduate and graduate level. Applications are especially encouraged from individuals whose work bridges one of the existing UBC Okanagan's four interdisciplinary research themes: Health and Wellness; Sustainability, Creativity, Culture and Community, and Indigenous Studies. However, the potential identification of additional research themes (e.g. Corporate Social Responsibility and Ethical Leadership) is currently under consideration. Additional details about hiring and the currently articulated research themes are available at [www.ubc.ca/okanagan](http://www.ubc.ca/okanagan).

Subject to the availability of funds these positions are budgeted at the Assistant Professor level. Candidates with exceptional qualifications may be considered for appointment at a higher rank. In those few instances where appointments are expected to be made at a higher rank, the description of the specific position will make that clear (e.g. Sustainability, Management).

## IRVING K. BARBER SCHOOL OF ARTS &amp; SCIENCES

**Economics** (1 position) - Research and teaching expertise in natural resource economics and regional development. Interest and ability to apply research at both local and global levels is highly desirable.

**History** (1 position) - Primary research and teaching interests in East Asia, although other areas such as Aboriginal history of Canada and the history of British Columbia or Latin America will be considered.

**Philosophy** (up to 2 positions) - Primary research and teaching interests in any combination of: Social and Political Philosophy (especially Theory of Democracy and the Global State) OR Early Modern Philosophy OR Applied Ethics (Biomedical, Environmental, Computer Ethics) OR Philosophy of Consciousness, Mind, and Creativity.

**Political Science** (1 position) - Research and teaching expertise in Middle Eastern Politics, although other areas such as South-Asian Politics, Sub-Saharan Affairs will be considered. Successful candidates are expected to teach Comparative Politics and International Relations and pursue an ambitious research and publishing agenda.

**Sociology** (1 position) - Primary research and teaching interests in the Sociology of Gender. Candidates with additional expertise in Sociology of Family and/or in Criminology will be especially welcome.

**Indigenous Studies** (1 position) - The successful candidate will hold a PhD in First Nations or Indigenous Studies and be familiar with the culture, protocols and history of one or more Indigenous communities in Canada or North America as well as with continent-wide issues. Areas of topical specialization are open but should include one or more of the following: Indigenous History, Indigenous Governance, Indigenous Justice, Indigenous Art, or Land Claims.

**Indigenous Studies** (1 position - part-time) - Primary responsibility is to teach Indigenous Okanagan-based courses on behalf of UBC Okanagan at the En'owkin Centre in Penticton, an Indigenous post-secondary creative arts and cultural institution owned and governed by the Okanagan Nation Bands. The position is intended to expand a partnership between the En'owkin Centre and UBC Okanagan that exemplifies the benefits and potential of respectful knowledge relationships between Indigenous Peoples and traditional academic discourse. The successful candidate will hold a PhD in Indigenous or First Nations Studies or another relevant discipline and be familiar with the culture, protocols and history of the Okanagan People as well as regional issues. Areas of topical specialization should include one or more of Okanagan History, Okanagan Governance, Okanagan Justice, Okanagan Art, Okanagan Ecological Knowledge, Okanagan Community Mobilization, or Okanagan Land Claims.

**Gender/Women's Studies** (1 position) - The successful candidate will have a PhD in Women's Studies/Gender Studies or related disciplines with strong evidence of feminist scholarship and research. Demonstrable expertise in research methodologies and past experience in graduate supervision would be an asset.

**Geography** (1 position) - We are seeking a Geographer with expertise in the relationship among society, resources, and sustainability, widely defined to include urban, social, cultural and environmental sustainability who employs GIS as a primary methodology. This position will complement and bridge a range of existing research and teaching expertise in Human Geography, especially in Tourism and Recreation Geographies, Urban Geographies and Critical and Cultural Geographies; however potential links to the work of another social science discipline would also be an asset.

**Hydrogeologist** (1 position) - We are seeking a Hydrogeologist with expertise in any number of subfields/related disciplines including hydrogeochemistry, assessment and evaluation of the transport and fate of chemical contaminants in groundwater, environmental geophysics, water resource evaluation, remediation, and management of groundwater quality/quantity.

**Inorganic Chemist** (1 position) - The successful candidate will have a PhD in inorganic chemistry with preference for expertise in coordination and organometallic chemistry. Postdoctoral experience is desirable.

**Molecular Ecology** (1 position) - The successful candidate will have PhD in molecular ecology with demonstrated ability to use molecular techniques to address ecological questions. Postdoctoral experience is desirable.

**Applied GIS/Landscape Ecology/Biogeography** (1 position) - The successful candidate will have a PhD in applied Geographic Information Systems (GIS) or related field and will be expected to develop a strong research program using applications of GIS to address questions dealing with conservation, spatial ecology and/or ecological restoration, resource management, soils, horticulture or integrated pest management. Additional skills associated with remote sensing and spatial modelling would be assets. Liaison is expected with the interdisciplinary Centre for Species at Risk and Habitat Studies (SARAHs), which includes a dedicated GIS laboratory.

**Comparative Sensory Physiologist** (1 position) - The successful candidate will have demonstrated ability to conduct independent research in sensory or electro-physiology using vertebrate or invertebrate animal models.

**Biologist/Biochemist** (1 position) - The successful candidate will have demonstrated ability to conduct independent research in such areas as pharmacology, immunology, neurobiology or endocrinology. The candidate will be expected to develop and teach undergraduate and graduate courses in pharmacology in the Medical Biochemistry stream of the interdisciplinary Biochemistry program.

**Psychology** (2 positions)

• **Advanced Quantitative Methods** - The successful candidate will have advanced training and research experience in statistical/quantitative methods. Specializations in multivariate analyses (e.g., MANOVA, multiple regression, factor analysis, etc.), structural equation modeling, and associated design issues are preferred. Candidates whose primary interest is in other substantive areas of psychology may be considered.

• **Social Psychology** - The successful candidate will have training and research experience in social psychology. Preference for candidates will be given to those with additional active research interests related to clinical and/or health and wellness issues. Registration (or eligibility for registration) as a psychologist in the province of British Columbia would be an asset.

**Computer Science** (1 position) - The successful candidate will be able to teach in areas such as Communication Networks, Database, Hardware and Systems, and Software Engineering. Researchers with interests in areas that complement those of existing faculty namely Algorithms, Artificial Intelligence, Computer Graphics, Computer Vision, and Scientific Computing are especially welcome.

**Statistics** (1 position) - The successful candidate will have a PhD in environmental/ecological statistics or related area with applications in environmental sciences, particularly spatial statistics.

**Physics and Astronomy** (1 position) - We are seeking someone with research specialization in radio-frequency astronomy or engineering astrophysics. The position will be associated with an evolving partnership between UBC Okanagan and the Dominion Radio Astrophysical Laboratory.

**Sustainability** (1 senior position) - We are seeking a senior scholar with international reputation in any area of sustainability. The successful candidate will have a faculty appointment at the Associate or full Professor level within one or more of the programs housed in the Irving K. Barber School of Arts & Sciences. He/She will have administrative responsibilities as Director of the newly created Okanagan Sustainability Institute and should have a strong record of leadership and university administration.

## FACULTY OF CREATIVE AND CRITICAL STUDIES

The Faculty of Creative and Critical Studies currently offers degrees in languages, literatures and visual arts, and it anticipates the development of new undergraduate programs in art history, creative writing, cultural studies, film studies, theatre, and combinations thereof. New faculty will be expected to teach in existing programs and help shape the direction of new initiatives. While we are seeking candidates who can demonstrate teaching excellence and a significant scholarly activity profile, expertise in course and program planning and development would be of particular interest. Subject to budgetary approval, we invite applications for six positions at the Assistant Professor level in the following program areas:

**Art history** - One or more of the following: Indigenous/aboriginal art, architectural history, Renaissance art, and/or 17th and 18th century art. Preferred candidates will also be able to demonstrate a thorough awareness of contemporary theory.

**English** - Critical theory and a research profile in one other area, such as cultural studies, Enlightenment studies, Diaspora literature, and/or children's literature. Other profiles may be considered.

**Japanese** - An ability to teach language courses and a research profile in one other area, such as literature, art, film, and/or translation.

**Spanish** - An ability to teach language courses and a research profile in Medieval and Golden Age literature.

**Theatre** - One or more of the following areas: performance production, theatre history, and/or scriptwriting. Familiarity with installation art, performance art, and public art would be an asset.

**Video/Film** - Digital video and related computer applications and a research profile in one other area, such as film, film history, and/or media studies.

## FACULTY OF HEALTH AND SOCIAL DEVELOPMENT

**School of Nursing** (up to 6 positions) - The School of Nursing offers a Bachelor of Science in Nursing and will commence a Masters of Science in Nursing in September 2006. Successful candidates will be expected to have a demonstrated record of, or evidence of potential excellence in research and teaching, and must be eligible for registration with the College of Registered Nurses of British Columbia. We invite candidates with clinical expertise or specialization in a variety of areas who are able to establish and pursue a program of research and scholarship in a substantive field relevant to the discipline of nursing. New faculty will teach practice and classroom courses involving both undergraduate and graduate students, and provide service to the profession and the community. Expertise in interprofessional education would be a particular interest.

**CRC Chair** (1 position) - We invite applications from early career scholars of outstanding achievement who wish to be considered for a nomination for a Canada Research Chair at the Tier II level in the area of Health and Wellness. The successful candidate will have postdoctoral experience and a strong record in research. We are particularly interested in individuals who have a strong commitment to and ability to lead interdisciplinary and interprofessional research with expertise in two or more disciplinary and/or professional areas. A cross appointment with a health-related program in another faculty or school is possible. A research program in areas addressing health management and policy, health promotion and community health, clinical or health psychological science, ageing or lifespan development, gender and health, innovative approaches to the provision of health care is required. Candidates who are nominated and awarded a Canada Research Chair will be appointed to a tenure-track position and at a rank appropriate to their level of experience.



# CAREERS CARRIÈRES

## FACULTY OF MANAGEMENT (up to 5 positions)

In 2006, the newly created Faculty of Management plans to hire a founding group of five mid to senior level research-oriented faculty members with multi-disciplinary interests. Funding permitting, one founding member from each area of specialization will be hired. Founding faculty members will take a leadership role in the subsequent hiring and mentoring of junior faculty members as the Faculty grows. Another key role will be to participate in the development of an integrated, collaborative undergraduate program.

Over the next 4 years, the Faculty will finalize the design and begin delivery of the Bachelor of Management program. We will also develop interdisciplinary graduate and executive programs in areas such as technology management, arts management and health administration and participate fully in the interdisciplinary PhD program.

The Faculty of Management has adopted an initial set of integrative research themes:

1) Sustainable Indigenous Development, 2) Corporate Social Responsibility and Ethical Leadership, and 3) Sustainable Enterprise Development focusing on SMEs, Services Management and Regional Clusters.

Candidates must have a strong track record of achievement in research and teaching and demonstrated organizational experience, either inside or outside the University.

Mid-level and senior candidates are invited to apply in the following disciplines and to indicate how their research might contribute to our integrative research themes.

**Entrepreneurship and General Management** - This is a cornerstone of the Faculty of Management and faculty interested in topics such as emergent business, sustainable enterprise, family business, services or tourism based business are invited to apply. Disciplinary focus is less important than a broad set of interests and could include finance, innovation, leadership, business planning and stakeholder management domains.

**Human Resources Management** - Faculty with interests in core organizational behaviour and organizational theory, leadership, labour management, or development and change management are invited to apply. A special focus will be on personnel management, leadership and governance within SMEs.

**Finance** - The focus of this area will be to prepare students to play leadership roles in financing within organizations rather than to prepare them for Bay Street/Wall Street. We encourage candidates with interests in organizational aspects of finance, including corporate finance, asset and equity management, and risk management to apply.

**Marketing** - Although a broad approach to marketing will be taught in the Faculty, we are particularly interested in services marketing (including tourism), B2B marketing, advertising and promotion, and sales management.

**Accounting and Control** - Candidates with interests in any-core aspect of accounting are invited to apply. We are very interested in topics related to control and risk management (especially in SMEs), managerial accounting, and financial reporting.

**Information, Technology and Operations** - This multidisciplinary area will focus on the inner operations of organizations, including their technologies and information systems. Candidates with interests in business process design, operations management, forecasting and decision making, and information systems are invited to apply.

## FACULTY OF APPLIED SCIENCE (up to 8 positions)

The Faculty of Applied Science is developing distinctive new programs in engineering, with second year engineering slated to commence in September 2006. This presents a unique opportunity to be involved in the development and delivery of exciting new engineering programming.

Candidates are invited for tenure-track positions at the instructor and professorial ranks. Candidates for instructor positions must have records demonstrating outstanding and innovative undergraduate teaching or teaching potential, while candidates for professorial positions must have records demonstrating outstanding research or research potential, as well as a commitment to quality teaching at both the undergraduate and graduate levels. As well, we are seeking senior candidates (at the ranks of Associate Professor or Professor) for the position of Director of the UBC O Engineering School (or equivalent) - if appropriate, please identify your interest in this position. All candidates should either have, or be willing to pursue, registration with the Association of Professional Engineers and Geoscientists of British Columbia.

Our priority is to attract individuals with experience and expertise in areas within civil engineering, electrical engineering and mechanical engineering, including those with interests in interdisciplinary collaborations with members of other faculties.

In all cases, salary will be commensurate with experience. The University of British Columbia Okanagan hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority.

For further detailed information and application instructions, visit [www.ubc.ca/okanagan](http://www.ubc.ca/okanagan).



OKANAGAN

THE UNIVERSITY OF BRITISH COLUMBIA | OKANAGAN



## Assistant/Associate Professor Information & Communications Technology in Education

The Faculty of Education at Queen's University ([www.educ.queensu.ca](http://www.educ.queensu.ca)) invites qualified applicants for one tenure-track position at the rank of Assistant/Associate Professor. This position will begin 1 July 2006.

### Information and Communications Technology in Education

Applicants will have a strong foundation in Information and Communications Technology (ICT), with a record of research in topics exploring the relationship between ICT and cognitive theories of learning and development. Applicants with ability to teach in other curricular areas and/or field oriented courses will be given special consideration. Successful elementary and/or secondary school teaching experience is preferable. Knowledge of schooling in Canada is an asset. The successful candidate should demonstrate the ability to engage in transdisciplinary knowledge building.

### General Requirements

Requirements for the position include a doctoral degree, a well-defined research program, relevant work and teaching experience, and a record of scholarly publications. Those people who are near completion of a doctorate are welcome to apply.

Responsibilities for the position will include: maintaining an active program of research and publication; teaching courses at the undergraduate and graduate levels; supervising BEd, MEd and PhD students; developing and maintaining relationships within the profession; and contributing to ICT leadership.

### Applications

Applicants must include a letter of application, which details your research program and how it articulates with Information and Communications Technology. A curriculum vitae, one sample of recent scholarly work, sample course outlines or teaching evaluations (if available), and the names and addresses (including FAX and email addresses) of at least three persons to act as referees must also be included. These materials must be received by the Office of the Dean on or before January 6, 2006. Applications and letters of reference should be sent to:

Rosa Bruno-Jofré, Dean  
Faculty of Education  
Queen's University, Kingston, Ontario K7L 3N6  
Phone: 613-533-6210  
Fax: 613-533-6307

Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University is governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at <http://www.queensu.ca/qufa>. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.



[www.careers.ualberta.ca](http://www.careers.ualberta.ca)

## Associate or Full Professor

The Faculty of Physical Education and Recreation at the University of Alberta, Edmonton, Alberta, invites applications for a senior level, tenure-track faculty position (ASSOCIATE or FULL PROFESSOR rank) in the socio-cultural area of sport and leisure. The suggested start date is July 1, 2006.

The Faculty is looking for a senior scholar with expertise in critical sport sociology and/or cultural studies of sport and leisure. The successful candidate will have a significant and proven track record of scholarly research and publication, and strong evidence of effective teaching. The Faculty has a strong tradition in the socio-cultural area. The successful candidate will help to provide leadership, contribute to all degree programs in the Faculty, make a major contribution to the graduate program, and contribute to the citizenship of the Faculty and the University. A strong background in contemporary social theory and related research methodologies is anticipated.

The Faculty of Physical Education and Recreation serves approximately 1,020 undergraduate and graduate students. It offers several degree programs: BA in Recreation, Sport and Tourism, BPE, BSc Kinesiology, MSc, MA, and PhD, as well as a combined BPE/BED that is offered jointly with the Faculty of Education. In conjunction with the School of Business, it offers an MBA

in Sport and Leisure Management.

In addition to its academic programs, the Faculty has an active Campus Recreation Program that serves 22,000 people, and a full intercollegiate program of 12 sports. The Faculty has full operational responsibilities for University sport and recreation facilities.

The University of Alberta is a vibrant teaching and research environment, in the capital city of Edmonton, Alberta. Further information about the University of Alberta and the Faculty may be obtained from <http://www.ualberta.ca> and <http://www.uofaweb.ualberta.ca/perf/>.

Applicants should submit a curriculum vitae, brief descriptions of research and teaching interests and the names of three references (including addresses, phone/fax and e-mail addresses). Review of applications will commence January 9, 2006 and will continue until the position is filled. Please direct correspondence to:

Dr. Michael J Mahon  
Dean,  
Faculty of Physical Education  
and Recreation  
W1-34 Van Vleet Centre  
University of Alberta  
Edmonton, Alberta, Canada T6G 2H9  
Telephone: (780) 492-3364  
Fax: (780) 492-1008  
E-mail: [mike.mahon@ualberta.ca](mailto:mike.mahon@ualberta.ca)

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



## CAREERS CARRIÈRES



### ASSISTANT PROFESSOR, RECREATION & LEISURE STUDIES

School of Human Kinetics & Recreation

Please quote VPA Reference Number HKR-2005-002.

The School of Human Kinetics and Recreation invites applications for an Assistant Professor in Recreation and Leisure Studies commencing August 1, 2006. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate and he/she shall be appointed to a regular term, non renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree.) Preference will be given to applicants with prior university teaching experience and a track record that demonstrates excellence in the areas of teaching and research.

The successful application will be expected to teach at the undergraduate and graduate level, supervise graduate students, participate in other educational, scholarly and professional activities, liaise with industry, and develop an active program of research. A Ph.D. in Recreation and Leisure studies or a related area is required; although individuals who are ABD will be considered. Specialization in recreation administration is desirable. The successful candidate will be expected to teach undergraduate courses such as facilities management, finance, programming and evaluation, delivery systems, and research methods. Experience in therapeutic or outdoor recreation would be an asset. The successful candidate will be expected to supervise student research related to recreation and leisure studies.

Salary will be in accordance with the university's collective agreement and is based on qualifications and experience. Applications will be accepted until the position is filled. Review of applications will begin on February 15, 2006, and applications received before this date will be assured of consideration. A curriculum vitae, statement of research and teaching interests, evidence of teaching competence, and the names of three referees should accompany letters of application and be sent to:

Director, School of Human Kinetics and Recreation  
Memorial University of Newfoundland  
St. John's, NL, Canada, A1C 5S7  
Fax: (709) 737-3979  
E-mail: ddibbion@mun.ca

Positions are subject to budgetary approval.

## B

#### BIOCHEMISTRY – University of Lethbridge

The University of Lethbridge is seeking applicants for a tenure track position at the rank of assistant professor in any area of modern Biochemistry in the Department of Chemistry and Biochemistry commencing on or after July 1st, 2006. The successful candidate will be expected to develop a vigorous externally funded research program. Research in areas that complement our existing faculty will be considered advantageous, as will the ability to interface with research tools on campus including excellent NMR and crystallography facilities, various spectroscopic facilities, transgenic plant and animal models and in the vicinity (WestGrid computational network, NANUC, Canadian Light Source). Descriptions can be found on our university and Department web site: <http://www.uleth.ca/~chem/>. Excellent funding opportunities exist in Alberta through the provincial Alberta Heritage Foundation for Medical Research, Alberta Ingenuity and the Alberta Protein Research Institute in addition to Canadian federal and international sources. Candidates proposing to conduct research in the areas of macromolecular interactions, protein folding, or structural and mechanistic biochemistry using biophysical techniques are strongly encouraged to apply. Applications should include: a letter of application, a detailed curriculum vitae (three current letters of reference forwarded by the referees), and a research proposal and/or detailed research plan and be sent to: Dr. R. T. Boeck, Chair, Department of Chemistry and Biochemistry, The University of Lethbridge, Lethbridge, Alberta, T1K 3M4; Tel: 403-329-2045; Fax: 403-329-2057; email: chem@uleth.ca. Applications will be accepted until the position is filled, but consideration of complete files will commence on February 1st, 2006. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is committed to employment equity and encourages applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. The University of Lethbridge values the strong connections it has fostered between teaching and research and the successful candidates will be expected to contribute to the teaching program within the department as well as to the research training of undergraduate and graduate students. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the plains, excellent cultural and recreational amenities, and attractive economic conditions. Founded in 1967, the University has an enrolment of approximately 7,000 students. The University is an equal opportunity employer and offers a non-smoking environment. For more information about the University, please visit our web site at: <http://www.uleth.ca>.

■ **BIOLOGY** – University of Waterloo. The Department of Biology of the University of Waterloo invites applications for two tenure-track positions at the Assistant or Associate Professor level in Plant Biology. The Department of Biology is strongly committed to excellence in research, and both undergraduate and graduate teaching. Applicants must have a PhD and will likely have post-doctoral experience, and be prepared to establish an active externally funded research program. We are particularly interested in candidates with a strong background in plant biology who use current approaches in their research. Candidates should be committed to enthusiastic and innovative teaching in courses such as Introductory Plant Biology, Plant Physiology, Plant Structure and Anatomy, and the Biology of Food Production. Salary will be commensurate with qualifications and experience. Applicants should send their curriculum vitae, the names and addresses of three individuals willing to furnish letters of reference, and a 1-2 page outline of their proposed research program to: The Chair, Department of Biology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The closing date for applications is December 31, 2005. Ideally, one successful applicant will start between July and September 2006 while the other will start between January and May 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including members of visible minorities, native peoples, and persons with disabilities. We also encourage applicants who have had career delays associated with family responsibilities. Additional information about the Department is available at: <http://www.science.uwaterloo.ca/departments/biology/index.html>.

■ **BUSINESS** – Carleton University. Subject to budgetary approval, the Eric Sprott School of Business of Carleton University invites applications for a full-time tenure-track position in International Business at the rank of Assistant Professor. The School is part of the Faculty of Public Affairs and Management (PAM) and is committed to excellence in teaching and research. It offers a Bachelor of Commerce with Honours degree (which includes a Concentration in International Business), a Bachelor of International Business with Honours degree, and Masters of Business Administration and PhD in Management degrees (both of which include an international business focus). The successful candidate will be expected to teach and oversee undergraduate and graduate courses in International Business, to supervise research projects and theses of master's students and to supervise PhD students working in cross-cultural, interdisciplinary business related areas. The candidate will be expected to pursue a productive research program and participate actively in the ongoing development of the School's international business programs. This position requires a Ph.D. in hand or near completion, or equivalent degree. Strong demonstrated research skills are a must, and a demonstrated interest and expertise in a functional area of business will be an asset. Salary is commensurate with qualifications. This appointment will be effective July 1, 2006. The closing date for applications is December 10, 2005, or until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Please send curriculum vitae and names of three academic referees to: Dr. David Gray, Director, Eric Sprott School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada; Tel: 613-520-2379; Fax: 613-520-2532; email: [director@business.carleton.ca](mailto:director@business.carleton.ca); URL: <http://www.business.carleton.ca>.

## ROYAL MILITARY COLLEGE OF CANADA

### Tenure-Track Positions

#### Mechanical Engineering & Aeronautical Engineering

The Mechanical Engineering Department of the Royal Military College of Canada invites applications for three-tenure track positions, two of which are associated with the new Aeronautical Engineering programmes, and one with the Mechanical Engineering programmes, at the level of Assistant, or for one exceptionally qualified candidate, at the level of Associate Professor.

The required qualifications are a PhD or its equivalent in Aeronautical or Mechanical Engineering, acceptable teaching experience in Aeronautical or Mechanical Engineering and a strong or promising record of publications. Appointment at the Associate Professor level will be considered for an outstanding candidate who would help lead the development of the Aeronautical Engineering Program at RMC.

The Mechanical Engineering Department is seeking to immediately strengthen its expertise for the Aeronautical Engineering programmes in two of the following areas: dynamics and controls (including vibration), thermodynamics, fluid mechanics, solid mechanics or in closely related fields, but applicants with other areas of specialization may be considered for potential future requirements. The Department is seeking to immediately strengthen its expertise in thermodynamics or fluid mechanics for its Mechanical Engineering programmes. The successful candidates should be prepared to teach primarily at the undergraduate level, but will also teach and supervise graduate students, must conduct active research programs and are expected to be or to become Professional Engineers.

These are bilingual positions, all of which require an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, an eligibility list may be established, and candidates who apply for this competition may be assessed to staff similar positions with various linguistic requirements.

The salary range is \$46,283 to \$84,515 per annum for an Assistant Professor, and from \$63,582 to \$99,266 per annum for an Associate Professor, plus an annual Terminable Allowance of \$3,300 for 2006/2007. Starting salary will be in accordance with experience and qualifications. The appointments will be subject to a probationary period of 36 months. Interested candidates should forward their curriculum vitae, including a summary of research interests, sample publications and the names and contact details of three references, to:

Ms. Lucille Maillet  
Civilian Human Resources Service Centre  
Canadian Forces Base Kingston  
PO Box 17000, Station Forces, Kingston, ON K7K 7B4  
Phone: (613) 541-5010, extension 5037  
Fax: (613) 541-4496  
Email: [mailllet.lm@forces.gc.ca](mailto:mailllet.lm@forces.gc.ca)

The expected starting date for all three positions is 3 July 2006. The closing date for applications is 27 January 2006.

In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cicc.ca/cicc/> for further information. Candidates should note that the Royal Military College does enrol civilian graduate students at both the Masters and PhD levels, and that both civilian students and faculty members have full access to funding to support studies and research, including NSERC funding. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men.



Canada

## COLLÈGE MILITAIRE ROYAL DU CANADA

### Postes permanents

#### Génie mécanique et génie aéronautique

Le Département de génie mécanique du Collège militaire royal du Canada invite les candidatures pour trois postes, desquels deux seront associés au nouveau programme en génie aéronautique, et un au programme en génie mécanique, au rang de professeur adjoint ou au rang de professeur agrégé pour un candidat exceptionnellement qualifié.

Les qualifications requises sont un doctorat (Ph.D.) ou l'équivalent en génie aéronautique ou mécanique, une expérience acceptable d'enseignement en génie aéronautique ou mécanique et un dossier de publications solide ou prometteur. Le rang de professeur agrégé sera considéré pour un candidat exceptionnel qui aiderait à diriger le développement du programme de génie aéronautique à CMR. Le département cherche à renforcer immédiatement son expertise dans deux des domaines suivants : La dynamique et la commande des systèmes mécaniques, la vibration, la thermodynamique, la mécanique des fluides, la mécanique des matériaux ou dans des domaines reliés, mais les candidatures dans d'autres domaines d'expertises pourraient être considérées pour d'éventuelles positions dans le futur. Le département veut développer son expertise en thermodynamique, en mécanique des fluides ou un domaine connexe pour son programme de génie mécanique. Les candidats choisis devront être disposés à enseigner principalement des cours de premier cycle, mais devront aussi enseigner et superviser au niveau des études supérieures et seront requis d'entreprendre un programme de recherche et doivent être ou pouvoir devenir membre des Ingénieurs professionnels.

Ce sont des postes bilingues qui requièrent l'habileté de lire, de comprendre et de communiquer oralement dans les deux langues officielles (profil linguistique PPP/PPP). Si aucun des candidats ne rencontre les pré-requis pour ce poste, une liste d'admissibilité pourra alors être établie pour combler des postes semblables dont le profil et les exigences linguistiques peuvent varier.

L'échelle salariale est de 46,283 \$ à 84,515 \$ par année pour un professeur adjoint, et de 63,582 \$ à 99,266 \$ par année pour un professeur agrégé, plus une indemnité provisoire de 3,300 \$ pour 2006-2007. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. La personne sélectionnée aura une période probatoire de 36 mois. Les candidats intéressés doivent faire parvenir leur curriculum vitae, accompagné d'un sommaire des intérêts de recherche, de quelques exemples de publications et les noms et coordonnées de trois références, à : Mme Lucille Maillet, Ressources humaines civiles (Kingston), Base des forces canadiennes Kingston, C.P. 17000, Succursale Forces, Kingston (ON) K7K 7B4; Tél. : (613) 541-5010, poste 5037; Fax : (613) 541-4496; Courriel électronique : [mailllet.lm@forces.gc.ca](mailto:mailllet.lm@forces.gc.ca).

La date prévue d'entrée en fonction est le 3 juillet 2006. La date limite d'acceptation des candidatures est fixée au 27 janvier 2006.

Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Des personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante : <http://www.cicc.ca/cicc/>. Les candidats doivent noter que le Collège militaire royal du Canada enrôle des étudiants civils au niveau de la maîtrise et du doctorat, et que les deux, étudiants et membres de la faculté, ont accès à des fonds pour supporter leurs études et leurs recherches incluant des fonds de CRSNG. Le Collège militaire royal du Canada est une institution mixte et bilingue. Ce poste est offert également aux femmes et aux hommes. Dans ce document, la forme masculine désigne, lorsqu'il y a lieu, aussi bien les femmes que les hommes. L'emploi du masculin a pour but de faciliter la lecture du texte.



# CAREERS CARRIÈRES

is committed to excellence in teaching and research. The School offers Bachelor of Commerce with Honours, Bachelor of Information Systems with Honours, Masters in Business Administration, and PhD in Management degrees. The successful candidate will help develop graduate and undergraduate programs, supervise graduate students, conduct research, and assume a leadership role in the Finance area. The candidate should possess a PhD or equivalent degree in Finance and provide evidence of research productivity. Applicants from all areas of Finance will be considered. Salary is commensurate with qualifications and experience. This appointment will be effective July 1, 2006. The closing date for applications is December 10, 2005 or until the position is filled. All qualified candidates are encouraged to apply. The application of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Please send a curriculum vitae and names of three academic referees to: Dr. David Gray, Director, Eric Sprott School of Business, Carleton University, 1225 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada. Tel: (613) 520-2600, ext 8070; Fax: (613) 520-2532; E-mail: director@ericsprottschool.ca; URL: <http://www.sprottschool.ca>.

**BUSINESS – University of New Brunswick (Saint John Campus).** The Faculty of Business at the University of New Brunswick Saint John invites applications for tenure track positions for the 2006/2007 academic year in the following areas: Management: Strategy, Management; Entrepreneurship, eBusiness; Technology and Innovation Management. The Faculty of Business has an outstanding reputation for its innovation, global perspective, and leading efforts in E-Business and E-Commerce. First in Canada with an International Management degree at the undergraduate and MBA levels, the Faculty was recently recognized as #1 in Business by Canadian Business magazine's Ranking of Canadian MBA programs. The Faculty also hosts one of the first Electronic Commerce Research Centres (ECRC) in North America, which is co-located with the National Research Council of Canada's IT & E-Business research arm. Applicants should have PhD in hand. Applicants who are ABD but close to completion will also be considered. All positions are subject to budgetary approval. Rank and salary will be commensurate with qualifications and experience. Please send a letter of application, CV/resume, evidence of teaching proficiency and the contact details of three referees to: The Dean, Faculty of Business, University of New Brunswick, Saint John, PO Box 5050, Saint John, NB, Canada, E2L 4L5 or e-mail to: [mcclelland@unbsj.ca](mailto:mcclelland@unbsj.ca). Applicants are expected to commence July 1, 2006. Review of applications will commence immediately, however applications will be accepted until December 31, 2005. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

will be given to applicants who are members of the Catholic faith. Ability to teach other courses offered by the College is a necessity. Appointment date is June 1, 2006. This position may be converted to tenure stream at a later date, subject to budgetary approval. Current Asst Prof salary floor is \$44,600. Applicants should submit a letter of application indicating their interest and qualifications for this position, cv, other supporting documents (teaching dossier, publications, etc.), and arrange for three confidential letters of reference to be received by January 31st, 2006 to: Dr. T.F. Hartnagel, Dean, St. Joseph's College, University of Alberta, Edmonton, AB T6G 2J5. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

**CHEMICAL & BIOLOGICAL ENGINEERING – University of British Columbia.** The Department of Chemical and Biological Engineering of the University of British Columbia invites applications for a tenure-track appointment at the Assistant Professor level starting July 1, 2006, or soon thereafter. Applicants should have a PhD in Chemical Engineering or a closely related field, and have a strong commitment to high quality undergraduate and graduate teaching in one area of chemical and biological engineering. Relevant industrial experience would be an asset and eligibility for registration as a Professional Engineer is a requirement. The successful candidate must possess the skills, background and motivation to build an independent, externally funded research program of international recognition in the area of process control. Exceptional candidates in process control and design will also be considered. Applications, including curriculum vitae, a short statement of teaching and research interests, and the names of three referees, at least three references, should be sent to: Dr. Kevin J. Smith, Head, Department of Chemical and Biological Engineering, University of British Columbia, 2360 East Mall, Vancouver, B.C., Canada, V6T 1Z3. The deadline for receipt of applications is February 15, 2006. The position is subject to final budgetary approval. The University of British Columbia lies on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority. The Department of Chemical and Biological Engineering at the University of British Columbia has a strong reputation for research in the BSc degree in Chemical Engineering, with options in Environmental and Process Engineering, and the BSc degree in Chemical and Biological Engineering. Graduate programs leading to the degrees of MEng, MSc, and PhD are offered in several important areas of chemical and biological engineering. The Department has recently occupied a new 10,000 m<sup>2</sup> building with excellent teaching and research facilities. The Department has close connections with UBC's interdisciplinary centres such as the Clean Energy Research Centre, the Michael Smith Laboratories, the Advanced Materials and Process Engineering Laboratory, and the Pulp and Paper Centre. Details about the Department and its current research programs are available at <http://www.chem.ubc.ca>.

**CHEMICAL ENGINEERING – McMaster University.** The Department of Chemical Engineering at McMaster University is seeking an outstanding individual for a tenure-track position at the Assistant or Associate Professor rank in the area of bioprocessing. Applicants should have a PhD in Chemical Engineering or a closely related discipline and have research interests in areas related to the application of chemical engineering principles to bioprocessing. These include, but are not restricted to: bioprocessing (reactions and separations), materials, and tissue engineering. The broad area of interfacial science and engineering related to bioprocessing is of interest. The successful candidate will be expected to contribute to teaching in both our graduate and undergraduate programs and to develop a strong research program. Details about the Department and its current research programs are available at <http://www.chem.mcmaster.ca>.

faculty of Health Sciences. We are interested in developing interdisciplinary research across Departments and Faculties, and especially with the McMaster School of Biomedical Engineering. Applicants should send a letter of application, full CV including a list of publications, statement of teaching and research interests, a selection of research publications, and the names of at least three referees (with postal and email addresses). Registration, or eligibility for registration, by the Professional Engineers of Ontario will be considered an asset. Please send the application materials to the attention of, by the Professional Engineers of Ontario, Department of Chemical Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4L7. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be accepted until the position has been filled. For more information about the department, please consult <http://www.chemeng.mcmaster.ca>.

**CHEMISTRY – Brandon University.** Applications are invited for a continuing appointment at the Instructional Associate level in the Department of Chemistry, beginning August 1, 2006. Applicants should have a minimum of a BSc (Masters preferred) in Chemistry, with a strong interest and experience in undergraduate laboratory instruction. The successful applicant will also be required to supervise first year undergraduate laboratory sessions, supervise undergraduate makers and demonstrators, prepare materials and assist in senior laboratories as required. He/she will also be responsible for the operation of a chemical storeroom, the ordering of supplies and equipment, maintenance of financial records of the Department. The successful applicant will also serve as the Department's representative for WiMIS and perform such other appropriate duties as may be assigned. Please send curriculum vitae, transcripts and addresses of three letters of reference to: Dr. Austin Gulliver, Acting Dean of Science, Brandon University, Brandon, Manitoba, R7A 6A8. E-mail: [austin.gulliver@brun.ca](mailto:austin.gulliver@brun.ca). Deadline for Applications: January 31, 2006 or until position is filled. Rank and Salary commensurate with qualifications and experience. In accordance with Canadian Immigration Regulations, the advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply. This position is subject to budgetary approval.



## Faculty of Public Affairs and Management

Carleton's Faculty of Public Affairs and Management was established to meet the changing needs of tomorrow's decision-makers. It provides opportunities for stimulating academic flagship in the disciplines of economics, law, and political science and in some of the University's flagship multidisciplinary programs. The Faculty houses the dynamic Sprott School of Business, and a leading Canadian School of Social Work. Our Faculty has a vibrant research culture. Its interdisciplinary emphasis encourages close research co-operation between component units. All of the units in the Faculty of Public Affairs and Management offer teaching opportunities at the undergraduate and graduate levels. The Faculty encourages innovative teaching methods, and rewards teaching excellence.

**We currently have tenure-track openings in the following areas:**

- Sprott School of Business (7 positions)
- Department of Economics (4 positions)
- Department of Law (3 positions)
- Department of Political Science (2 positions)
- School of Social Work (1 position)

Details of these positions may be found in the individual advertisements in this and upcoming editions of the *CUT Bulletin* or by visiting our Web site at [carleton.ca/facultyrecruitment/](http://carleton.ca/facultyrecruitment/)

Carleton University is a dynamic research and teaching institution dedicated to achieving the highest standards of scholarship. Located in Ottawa, Ontario, Carleton takes full advantage of the outstanding resources found in the nation's capital and has earned itself a reputation as one of Canada's foremost universities in many areas of study. With 800 full-time faculty, 1,250 teaching assistants, and 915 administrative staff supporting nearly 23,000 students, including some 3,000 graduate students, Carleton offers a vibrant work and learning community. Its operating budget for 2004-2005, exclusive of ancillary operations, was \$240 million. Sponsored research income reached \$75 million in 2004.



Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

[carleton.ca/facultyrecruitment](http://carleton.ca/facultyrecruitment)

**CATHOLIC STUDIES – St. Joseph's College.** The Roman Catholic undergraduate college of the University of Alberta, invites applications for a full-time/tenure-track limited academic position at the Assistant Professor level to lead the interdisciplinary seminars in Catholic Studies for first-year BA students as part of a new program, a new pilot program with the Faculty of Arts to begin in September 2006. Further information concerning Academic may be obtained at our website: [www.ualberta.ca/~stjoseph](http://www.ualberta.ca/~stjoseph). Applicants should have a completed dossier with specialization in Catholic Studies, Catholic Theology or Philosophy (ABOs may be considered at the Lecturer rank), excellent communication and teaching skills, a commitment to undergraduate education in the Catholic tradition, and a publication record/potential for research. Prof.

## Join BC's New University

Thompson Rivers University in Kamloops is BC's newest university, created April 1, 2005, with the granting of full university status to the former University College of the Cariboo (UCC).

Originally founded in 1970 as a community college, the new Thompson Rivers University is built on 35 years of excellence in post-secondary education and training. In addition, Thompson Rivers University has a greatly expanded capacity for distance education after assuming full responsibility of the courses and programs of the British Columbia Open University and Open College.

More than 9,000 students attend TRU, a primarily undergraduate university, to study in one of over 40 degree options or 50 different diploma and certificate programs. Located in Kamloops, the heart of the BC Southern Interior, TRU's spectacular campus features outstanding student and community facilities, which overlook this growing city of 80,000 residents.

**CHEMICAL ENGINEERING – Thompson Rivers University.** The Department of Chemical Engineering at Thompson Rivers University is seeking an outstanding individual for a tenure-track position at the Assistant or Associate Professor rank in the area of bioprocessing. Applicants should have a PhD in Chemical Engineering or a closely related discipline and have research interests in areas related to the application of chemical engineering principles to bioprocessing. These include, but are not restricted to: bioprocessing (reactions and separations), materials, and tissue engineering. The broad area of interfacial science and engineering related to bioprocessing is of interest. The successful candidate will be expected to contribute to teaching in both our graduate and undergraduate programs and to develop a strong research program. Details about the Department and its current research programs are available at <http://www.chem.tru.ca>.

## THOMPSON RIVERS UNIVERSITY

TRU invites applications for the following position:

### FACULTY MEMBER

School of Social Work & Human Service  
BSW Field Education Coordinator  
Full-time, Continuing  
Competition #05-194

For further information about this position visit our website at: [www.tru.ca/careers](http://www.tru.ca/careers)

We wish to thank all applicants; however, only those under consideration will be contacted.

[www.tru.ca](http://www.tru.ca)

Ryerson University is known for innovative programs built on the integration of theoretical and relevant learning. Over 50 undergraduate and graduate programs are distinguished by a professionally-focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

## FACULTY OF BUSINESS

SHAPING FUTURES ONE AT A TIME

Ryerson's Faculty of Business is the largest undergraduate Business faculty in Canada, offering distinctive Bachelor of Commerce degrees in four Schools – Business Management, Information Technology Management, Hospitality and Tourism Management, and Retail Management. With an emphasis on relevant curriculum and excellence in teaching and research, our Schools continue to demonstrate their commitment to innovation and program quality. We are currently a candidate for accreditation with the Association to Advance Collegiate Schools of Business, and are proposing to launch a new MBA program as well as an MBA in the Management of Technology and Innovation. In 2006, we will move into a new, state-of-the-art building. This prime Bay Street location will reinforce our strong links to the heart of corporate Canada, and support our vision of "shaping futures one at a time", as we graduate the next generation of business leaders. To learn more about our Faculty and Schools, please visit [www.ryerson.ca/fb](http://www.ryerson.ca/fb).

### TENURE-TRACK AND TENURED POSITIONS

To support our projected growth, we invite academic professionals, fluent in oral and written English, to apply for tenure-track and tenured appointments at the rank of Assistant, Associate and Full Professor, effective July 1, 2006 (or as otherwise mutually agreed upon), subject to budgetary approval. In addition, we are seeking applications for the position of Director of MBA Programs. We encourage applicants with strengths in the following subject areas to apply:

- Accounting
- Business Geomatics
- Business Law & Regulation
- Commercial Development/Real Estate
- Digital Media Management
- Finance
- Food & Beverage Management
- Hospitality Management
- Human Resources Management/Organizational Behaviour

- International Business
- IT/IS Management
- Marketing
- Quantitative Methods
- Retail Management
- Service Quality Management
- Strategy, Entrepreneurship & Innovation
- Supply Chain Management & Logistics
- Tourism Management

Tenure-track appointments require a PhD (or near completion) in a related discipline, evidence of superior abilities in teaching, and a plan that will support creating a strong record of scholarly research and publication. Ideally, you bring related professional experience to support our focus on relevant curriculum and education.

For tenured appointments, rank will be commensurate with qualifications, experience and demonstrated excellence in research, teaching and graduate student supervision.

Interested applicants should submit two copies of their curriculum vitae, indicating the desired area(s), the names of three references, a copy of a sample publication, and a brief research plan, by January 15, 2006, to: Dr. Ken Jones, Dean, Faculty of Business, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Applications will continue to be accepted until the positions are filled. Resumes may be reviewed prior to the deadline, so candidates are encouraged to apply early. Please note that e-mailed applications will not be accepted.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal people, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



# CAREERS CAREERS

**CHEMISTRY**—Brandon University, Applications are invited for a tenure track appointment in the Department of Chemistry beginning August 1, 2006. A PhD in Chemistry, with strong academic preparation in synthetic organic chemistry and modern instrumental techniques is required. The successful applicant will be required to provide undergraduate instruction in the areas of organic chemistry, spectroscopy and instrumental analysis. The development of an active research program in a small university setting is expected. The Department is equipped with GC and HPLC systems and AA, IR, NMR and UV spectrometers. Please send curriculum vitae, transcripts and arrange to have three letters of reference sent to: Dr. Austin Gulliver, Acting Dean of Science, Brandon University, Brandon, Manitoba, R7A 6A9. Or e-mail: Gulliver@brun.ca. Deadline for Applications: January 31, 2006 or until position is filled. Rank and Salary: commensurate with qualifications and experience. In accordance with Canadian Immigration Regulations, the advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply. This position is subject to budgetary approval.

**CIVIL & ENVIRONMENTAL ENGINEERING**—Carleton University, The Department of Civil and Environmental Engineering at Carleton University invites applications for a tenure-track faculty position in Structural Engineering at the Assistant or Associate Professor level. This position is subject to budgetary approval. Candidates should have a PhD degree in civil engineering with expertise and experience in concrete structures and fire safety engineering. The successful candidate will be expected to develop and lead a strong independent research program in the targeted or relevant

research areas, to teach both undergraduate and graduate level courses, and to participate in the governance of the university as well as community outreach. Synergy to establish collaborative research links with the existing members of the Department, especially in the area of fire safety, is highly desirable. Membership in a Canadian professional engineering association is required at the time of appointment or within two years of appointment. The Department offers some of the most dynamic, innovative and cross-disciplinary undergraduate and graduate programs in Canada leading to Bachelor, Master's and Doctoral degrees in both Civil Engineering and Environmental Engineering. The Department has an intensive research enterprise including an NSERC Industrial Research Chair in Fire Safety Engineering and a Canada Research Chair in the Analysis and Management of Risk Associated with Civil Engineering Applications and Practices. Structural Engineering Faculty within the Department has diverse expertise and experiences over a wide range of research areas including computer modeling and simulation, building and bridge engineering, durability and testing of construction materials, earthquake engineering and hazard mitigation, fire safety engineering, structural health monitoring, and safety assessment and analysis. Candidates will have access to the Department's world-class laboratories for conducting experimental research, including a structural laboratory with strong floor, a new \$10 million state-of-the-art fire testing laboratory and a new high performance cluster computing facility. Further information on the Department is available from the web site <http://www.civil.carleton.ca>. Carleton University is Canada's Capital University located

in Canada's capital city, Ottawa, which offers a wide range of recreational and cultural activities, and is the concentration of Canada's high tech industry and location of many Canada's top research institutions including Environment Canada, the National Research Council and Natural Resources Canada. Applications with curriculum vitae (including educational background, employment history, research and teaching experience and interest, and the names of at least three referees, should be sent to Professor And G. Halm, Chair, Department of Civil and Environmental Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. Applications will be accepted until 28 February 2006 or until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

**CIVIL ENGINEERING**—University of Waterloo, The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in river hydraulics and watershed management. The person would have extensive experience in hydrodynamics with watersheds in urban environments. Experience in model development, GIS applications, hydraulics and/or modeling of ecological processes would be an advantage. The successful candidate must complement the Environmental and Water Resources Engineering Research Group in

the Department of Civil Engineering primarily composed of hydraulics, hydrology, hydrogeology, water quality and water treatment researchers. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax number of at least three references. Mail to: Professor Leo Rotherbaum, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

**CIVIL ENGINEERING**—University of Waterloo, The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in structural engineering and related materials and a research record in the area of rehabilitation of steel structures and bridges with emphasis on structural health monitoring, composite materials, fracture mechanics or mechanics of fatigue. The successful candidate must complement the recently established Canada Research Chair (Tier II) in Structural Rehabilitation. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax number of at least three references. Mail to: Professor Leo Rotherbaum, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applications will be considered at any time until the position is filled.

**CLASSICS**—Saint Mary's University, The Department of Modern Languages and Classics at Saint Mary's University invites applications for a tenure-track position at the rank of Assistant Professor starting July 1, 2006. The successful candidate will be involved in active research and teaching in at least one of the following areas: Greek and/or Roman History, Classical Literature or Classical Archaeology. Undergraduate teaching

duties in Classics presently include Latin and Greek, Ancient History, Classical Myth and Literature, Women in Antiquity, and the History of Ancient Art. This new appointment will be expected to enhance and further develop these and related areas or to be near completion of the degree, and demonstrate considerable promise in teaching, research and scholarly publication. The Department of Modern Languages and Classics is a multidisciplinary unit of the classical Mediterranean culture. It is an integral part in addition, Classics has close ties to the Departments of History, Anthropology and Religious Studies, facilitating interdisciplinary joint research projects and shared teaching duties. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes through international outreach activities, community-based research programs, and contributions to lifelong learning. Letters of application, accompanied by up-to-date curriculum vitae, the names of three referees, a one page statement outlining the candidate's approach to teaching in Classics, a writing sample, and recent teaching evaluations should be sent to: Dr. George Nabebecky, Chair, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. E-mail: [george.nabebecky@smu.ns.ca](mailto:george.nabebecky@smu.ns.ca). The closing date for applications is December 19, 2005.

**COGNITIVE SCIENCE**—Carleton University, Subject matter expert in the area of the Institute of Cognitive Science, Carleton University, Ottawa, invites applications for a tenure-track position. Assistant Professor of Cognitive Science and the area of artificial intelligence and human cognition to commence July 1, 2006. A PhD, an established research programme likely to attract external funding, and evidence of outstanding promise in research and graduate and undergraduate teaching and supervision required. The successful candidate will be expected to teach in the undergraduate and graduate programs, supervise graduate students, and develop a program of research leading to significant peer-reviewed publications. Experience with educational interdisciplinary work an asset. \$30M Centre for Research in Visualization and Simulation (VSim) will open in 2006. The successful applicant must have a standing, fully integrated PhD in Cognitive Science and a strong honours undergraduate degree. The applications of Canadians and permanent residents will be considered first. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Please send curriculum vitae, a brief description of your research programme and what your expertise would contribute to cognitive science at Carleton, to: Prof. Andrew Brook, Director, Institute of Cognitive Science, 2201 Duntown Tower, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada. Please send to have three letters of reference and a transcript of your highest degree sent directly to the Institute. Electronic submission of the application is acceptable but transcripts and letters must be in official or signed paper copy and sent directly to us. Review of applications will begin January 15, 2006, but we will continue to accept applications until a suitable candidate is found. For further information on the Institute of Cognitive Science and its faculty and students, go to [www.carleton.ca/cogsci](http://www.carleton.ca/cogsci). Contact: Andrew Brook ([abrook@ccs.carleton.ca](mailto:abrook@ccs.carleton.ca)). Carleton University is located on a scenic campus not far from the centre of Ottawa, Canada's capital.

For further information at [www.carleton.ca](http://www.carleton.ca), the highest centre of Canada. Opportunities for collaborations with government labs and the private sector abound. Carleton is close to the Ottawa International Airport and schools, hospitals, parks, and other amenities are excellent. Ottawa has a rich cultural life: every year there is a blues festival, a jazz festival, a folk festival, a film festival, a spring tulip festival, Winterlude (a winter carnival), and the world's largest chamber music festival. Canada's main cultural institutions are located in Ottawa, including the National Gallery, the world-famous Museum of Civilization, and the National Arts Centre with its excellent orchestra. The city also has the highest skating rink in the world (over seven km long) and is Canadian centre for cross-country skiing. The nearest downhill ski area is a twenty minute drive away in the picturesque Gatineau Hills.

**COMMUNICATION STUDIES**—University of Windsor, The University of Windsor invites applications for a tenure-track position in the Department of Communication Studies in the area of Critical Communication Theory at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. James Wittebools, Head, Department of Communication Studies, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519.253.3000. Ext. 2896; Fax: 519.971.3642. E-mail: [jhw@uwindsor.ca](mailto:jhw@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazur, Director, Faculty Recruitment at 877.655.5508 (toll free) or recruit@uwindsor.ca.

**COMPUTER SCIENCE**—University of Toronto at Mississauga, The Department of Mathematics and Computer Science at the University of Toronto at Mississauga seeks an enthusiastic and innovative teacher for a teaching stream position in Computer Science at the rank of Lecturer starting July 1, 2006. Candidates should have an advanced degree in Computer Science or a related field, and an exceptional record of classroom instruction and curricular innovation. Responsibilities include undergraduate teaching, managing teaching assistants, developing course materials, and curriculum development. In addition, each faculty member has some responsibility for student recruitment and departmental administration. Initial appointments are for terms of one to three years. In the fifth year of service, Lecturers are reviewed for promotion to the rank of Senior Lecturer, which is a continuing appointment. The successful applicant will join a group of talented lecturers and Senior Lecturers, in addition to research stream faculty, in a collegial and stimulating work environment. We seek candidates who are interested in establishing a long-term teaching career with the Department. Interested candidates are invited to submit curriculum vitae, statement of career goals and teaching philosophy, evidence of teaching excellence, and the names and e-mail addresses of at least three referees. Application should be sent by e-mail (text, PDF or PostScript) to: [csrecruitment@utoronto.ca](mailto:csrecruitment@utoronto.ca) or by post to: CS Lecturer Search Committee, Department of Mathematical and Computational Sciences, Room 4004, University of Toronto at Mississauga, 3359 Mississauga Road, Mississauga, Ontario, L5L 1C5, Canada. The deadline for applications is January 30, 2006, or until the position is filled. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority

## FACULTY OF NURSING ASSISTANT PROFESSOR POSITION

**Qualifications:** A PhD in nursing or a related field is required. Individuals who are near PhD program completion (i.e., data collection completed by start date) may be considered.

**Additional qualifications** include evidence of: a beginning program of research and publication; effective teaching and communication; clinical expertise as relevant; scholarship; registration or eligibility for registration with the College of Registered Nurses of Manitoba; and the ability to establish collegial relationships.

Housed in a new, state of the art, 70,600 square foot facility, the Faculty of Nursing offers programs leading to a Bachelor of Nursing degree at 3 sites across Manitoba and a Master of Nursing degree at the Fort Garry Campus. Opportunities for PhD studies are also available. The Faculty has a complement of 114 academic staff and 29 support staff, and enrolments of 712 full-time and 517 part-time undergraduate students and 25 full-time and 56 part-time graduate students. The Faculty supports an active research environment through the Manitoba Nursing Research Institute, and other institutes of the University and collaborative arrangements with health care agencies. A number of faculty hold career scientist awards, and external research funding has doubled over the past three years. The Faculty has a strong commitment to the Aboriginal community, to accessibility and diversity, and to a wide range of practice environments.

Start Date: July 1, 2006 or as soon thereafter.

Salary will be commensurate with experience and qualifications.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Applications are requested by January 31, 2006, however applications will be accepted until a suitable candidate is found. Position Number: AKS 064. Applications including a curriculum vitae and the names, addresses, telephone and fax numbers, and e-mail addresses of three referees should be sent to: Dr. Marlene Reimer, Dean, Faculty of Nursing, The University of Manitoba, Winnipeg, MB, R3T 2N2, FAX: (204) 474-7500.

Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

Visit our website at: <http://umanitoba.ca/faculties/nursing/>

[www.umanitoba.ca](http://www.umanitoba.ca)

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UNIVERSITY OF MANITOBA



## Faculty Positions School of Social Work

McGill University's School of Social Work invites applications for 3 junior faculty positions, effective August 2006, but welcomes applications from all ranks. The School seeks candidates who can demonstrate excellence in research and teaching, in the areas of Social Policy, Community Practice, and Intervention with Individuals and Families. Candidates with an interest in First Nations and International Social Work, are particularly welcome. An ability to speak French is an asset. Tenure track candidates must have a PhD in Social Work or equivalent. Tenured candidates should have strong teaching and a distinguished scholarly research record.

The successful candidates will demonstrate the ability to provide leadership in the School and its stakeholders in the community and policy sector. They will have the opportunity to teach graduate and undergraduate students, working towards BSW, MSW and PhD degrees, and a range of certificate programs.

The School of Social Work is one of the oldest schools in Canada, and takes pride in the quality of its scholarship, its commitment to practice, and the diverse theoretical and research interests among its faculty. It also includes the Centro for

Research on Children and Families, led by Professor Nico Tienari, which is also recruiting new faculty.

We are currently undergoing an exciting period of renewal and expansion, well equipped to face a rapidly changing social work profession. This is part of a University-wide development strategy designed to further McGill's research record, and is recognized internationally by its membership in Universities 21. For further information on the School of Social Work and McGill University, please visit our web site at: <http://www.mcgill.ca/socialwork/>.

Applications, including a full Curriculum Vitae and three references, should be directed to: Prof. Wendy Thomson, CBE Director, School of Social Work McGill University 3506 University Montreal, Quebec H3A 2A7 E-mail: [wendy.thomson@mcgill.ca](mailto:wendy.thomson@mcgill.ca)

The search committee will begin reviewing applications on December 15th, 2005, and will continue to do so until suitable candidates are found.

All candidates are encouraged to apply however Canadians and permanent residents will be given priority. The University is committed to employment equity and invites applications from visible minorities, Aboriginal persons, and persons with disabilities.

[www.mcgill.ca](http://www.mcgill.ca)



[www.MacEwan.ca](http://www.MacEwan.ca)



## CAREERS CARRIÈRES

be appointed at the rank of Assistant Professor, Position Number: A08518. The successful candidate who is scheduled to complete their doctoral dissertation shortly after July 1, 2006 will be initially offered a term appointment at the rank of Lecturer until their PhD is completed. The rank and salary will be commensurate with the qualifications and experience of the chosen candidate, but this is an entry-level position. Responsibilities will include undergraduate and graduate teaching and examination in the core components of the departmental program: graduate supervision, a productive research program, and service-related activities. Applicants are welcome from candidates working in all schools of thought, ranging from mainstream to heterodox economics. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Applications for this position must include a letter of application and a curriculum vitae. As well, three confidential letters of reference must be received directly from the applicant's referees. Candidates should also include a sample of

scholarly writing and evidence of effective teaching, such as teaching evaluations and sample course outlines. Applications and letters of reference should be sent to Professor Wayne Simpson, MEd, Department of Economics, 501 Fletcher Avenue Building, University of Manitoba, Winnipeg, MB, R3T 3V6, Canada; Tel: (204) 474-5274; Fax: (204) 474-7461. The deadline for receipt of applications is January 15, 2006. Further information concerning the Department and the University may be obtained from <http://www.umanitoba.ca/faculty/arts/economics/> or by emailing your questions to [simpson@umanitoba.ca](mailto:simpson@umanitoba.ca). Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

■ **ECONOMICS – Willard Laurier University.** Applications are invited for two tenure-track appointments commencing July 1, 2006. For one of the appointments rank is open; the other will be at the rank of Assistant Professor. Candidates at the Assistant Professor level will hold, or will have nearly completed, a PhD in economics, with the requirement that they be able to demonstrate that they will establish themselves as recognized scholars, producing internationally recognized research and be good teachers at all levels. While outstanding

applicants in all fields will be considered, the department is particularly interested in candidates in environmental/resource economics, public economics, industrial organization and health/education economics. Duties include teaching at the undergraduate and graduate level and research. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people. Applicants will be considered until the positions are filled. These positions are subject to budgetary approval. Applicants should send a letter and curriculum vitae and arrange for three letters of reference to be sent to Dr. Alastair Robertson, Chair, Department of Economics, Willard Laurier University, Waterloo, Ontario, N2L 3C5. Electronic applications are encouraged and should be sent to Dr. Alastair Robertson at [aroberts@wlu.ca](mailto:aroberts@wlu.ca).

■ **ECONOMICS (ECONOMETRICS) – Carleton University.** Applications are invited for a tenure-track appointment, subject to budgetary approval, to commence in the 2006-2007 academic year. The rank of this position will be dependent upon the qualifications of the successful candidate. The position requires a completed PhD (or expected in 2006), evidence of high-quality research, and good teaching potential. The position offers opportunities for interaction with the students in our PhD program. The Department is especially interested in candidates in Econometrics. Applications should include the candidate's Curriculum Vitae and samples of research. Applicants should also request that three letters of reference be sent directly to the Chair of the Appointments Committee. Applications should be submitted by regular mail and not by electronic mail. The competition will remain open until December 12, 2005 or until the positions have been filled. Please send applications and reference letters to: Chair, Appointments Committee, Department of Economics, Re: Macroeconomics Position, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **ECONOMICS (MACROECONOMICS) – Carleton University.** Applications are invited for a tenure-track appointment, subject to budgetary approval, to commence in the 2006-2007 academic year. The rank of this position will be dependent upon the qualifications of the successful candidate. The position requires a completed PhD (or expected in 2006), evidence of high-quality research, and good teaching potential. The position offers opportunities for interaction with the students in our PhD program. The Department is especially interested in candidates in Macroeconomics. Applications should include the candidate's Curriculum Vitae and samples of research. Applicants should also request that three letters of reference be sent directly to the Chair of the Appointments Committee. Applications should be submitted by regular mail and not by electronic mail. The competition will remain open until December 12, 2005 or until the positions have been filled. Please send applications and reference letters to: Chair, Appointments Committee, Department of Economics, Re: Macroeconomics Position, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority.

only, Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **EDUCATION/FINE ARTS – Bishop's University.** The School of Education and the Department of Fine Arts at Bishop's University invite applications for a full-time, tenure-stream cross-appointment at the rank of assistant professor in Education (12/2 position) and Fine Arts Studio (12/2 position) commencing July 1, 2006. The successful applicant will teach a variety of courses in both disciplines. In Education, these courses may include Educational Psychology, Philosophy of Education, Sociology of Education, and Methods in Teaching the Creative Arts. Teaching responsibilities within the Fine Arts Department will include a variety of studio courses (including all levels of painting and drawing) as well as Art Education: Theory and Practice. Overall duties may also include practicum supervision of students in Education. Applicants should possess degrees in both Art Education (PhD) and Fine Arts Studio (MFA). Previous rank of assistant professor in Education (12/2 position) and Fine Arts Studio (12/2 position) is an asset. The successful applicant should have a solid background in teaching at the undergraduate level, preferably in both disciplines, along with a strong commitment to research and creative activity (i.e., through publications and exhibitions). Bilingualism (French and English) would be an asset. This position is advertised under conditions of equal opportunity employment and in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents. Applicants should send curriculum vitae, appropriate supporting documents, and arrange for teaching evaluations and three letters of reference to be sent to: Dr. Jonathan Rittenhouse, Vice-Presidential Administration, Bishop's University, Lennoxville, QC, J1M 1Z7. For further information concerning the appointment process, contact Prof. C. Beauchamp, Chair, School of Education ([cbeauchamp@bishop.ca](mailto:cbeauchamp@bishop.ca)), or Dr. C. Lacroix, Interim Chair, Department of Fine Arts ([clacroix@bishop.ca](mailto:clacroix@bishop.ca)). The deadline for the receipt of applications and all supporting materials is January 16, 2006.

■ **ELECTRICAL & COMPUTER ENGINEERING – University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be based on the qualifications and academic records of the applicants. Exceptional candidates are being sought in most areas of computer engineering, software engineering, and systems engineering, and in the areas of VLSI/circuits, information security, photonics, MEMS, control/mechanisms, signal/image processing, and quantum computing. However, outstanding candidates in other areas of electrical and computer engineering will also be considered. For more information on current openings, visit <http://www.ece.uwaterloo.ca/applications>. Applicants should have earned a doctoral degree in Electrical and Computer Engineering, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's academic qualifications and experience. The department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrollment of more than 300 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the School of Computer Science), Mechanical Engineering (offered jointly with the Departments of Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department is involved in a research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high technology companies in the Waterloo area and from the very generous international support of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall University" by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southern Ontario, a short distance from Toronto in easily driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <http://www.ece.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING – University of Waterloo.** The Department of Electrical and Computer Engineering (ECE) and the Institute for Quantum Computing (IQC) at the University of Waterloo invite applications for a tenure-track faculty position in Quantum Computing. Exceptional candidates are being sought in the areas of Quantum Information including Quantum Optics, Single Photon Technology and Superconductivity. Experience in quantum computing but not outstanding theorists will also be considered. For more information on current openings, visit <http://www.ece.uwaterloo.ca>. Applicants should have earned a doctoral degree in Electrical and Computer Engineering, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's academic qualifications, experience and qualifications. Candidates will be considered for a Tier 2 Canada Research Chair. The ECE Department, <http://www.ece.uwaterloo.ca>, is part of the Faculty of Engineering ([www.eng.uwaterloo.ca](http://www.eng.uwaterloo.ca)) and has thriving groups in RF/Microwave and Photonics and Nanotechnology relevant to Quantum Computation. Information about

## TRANSFORMING PEI

# University of Prince Edward Island

"A great university should be transformative: for students, for the power of knowledge, for our communities, and for our future. UPEI today IS a great university, and it IS transformative."  
— UPEI President Wade MacLauchlan

## The University of Prince Edward Island invites applications for the following positions:

**Dean of Science:** leads a dynamic Faculty comprising departments of Biology, Chemistry, Computer Science & Information Technology, Engineering, Family & Nutritional Sciences, Mathematics & Statistics, and Physics, with affiliated programs in Psychology and Radiography. With 45 full-time faculty members, and approximately 950 students enrolled in Science degree programs, the Dean plays a personal leadership role in the pursuit of educational and research excellence. The Faculty of Science has experienced robust growth in externally funded research in a rich array of fields and major collaborative endeavours, including new investments in facilities and research platforms. UPEI's Faculty of Science is committed to student success, including experience-based learning and special research involvements, and to community leadership. The Dean of Science reports to the President and shares in University-wide leadership as a member of UPEI's Senior Management Group. **Learn more:** [www.upei.ca/science](http://www.upei.ca/science)

**University Librarian:** leads a 25-person team of professional librarians and support staff, and shares in leadership of a university that is "on the rise"; is committed to student learning and success, has experienced a dynamic increase in research intensity, and fulfils a special community service role as PEI's only university. At UPEI's intellectual crossroads, the Robertson Library serves 4,000 full- and part-time students, 225 full-time faculty members, and a vibrant community committed to excellence in research, education, and service. **Learn more:** [www.upei.ca/library/](http://www.upei.ca/library/)

**Science Education Specialist:** should hold, or be near to completing, a PhD in education, be a strong teacher and researcher, and have experience in schools. He/she will be expected to teach elementary and secondary Bed students, and supervise practice teaching, with potential for graduate teaching and supervision. Expertise in assessment and evaluation and/or quantitative research methods would be an advantage. **Learn more:** [www.upei.ca/education](http://www.upei.ca/education)

**Music Education Specialist (tenure track):** will provide leadership in UPEI's Music Education program, and work with teachers to advance music education province-wide. Teaching duties will include Elementary Music Education, Philosophies of Music Education, Teaching Internship, Aural Skills, and courses based on the individual's strengths. Secondary strength(s) in at least one of music theory, composition, music history, and choral conducting would be an asset. Qualifications: Doctorate or ABD preferred, as well as teaching experience at the public school level. **Learn more:** [www.upei.ca/music](http://www.upei.ca/music)

**Psychology:** up to three positions (two tenure-track). Current teaching needs include courses in the following areas: sensation and perception, vision, physiological psychology, brain and behaviour, drugs and behaviour, holistic psychology, creativity, and research methods. Enthusiasm for courses in statistics and introductory psychology would be considered an asset. Opportunities also exist for the development of advanced special topics courses in the successful candidate's area of specialization. **Learn more:** [www.upei.ca/psychology](http://www.upei.ca/psychology)

**Medieval Studies (tenure-track):** a cross-appointed Assistant Professor position encompassing history, philosophy, and religious studies. The Faculty of Arts is seeking candidates who can work in original source material and who appreciate being part of an innovative and vibrant interdisciplinary setting. Courses include Medieval History and Renaissance period (including Thomism), and introductory-level philosophy of Plato and Aristotle. **Learn more:** [www.upei.ca/arts](http://www.upei.ca/arts)

For complete job descriptions, see [www.upei.ca/humanres/academic.html](http://www.upei.ca/humanres/academic.html)

Please note that all positions are subject to final budgetary approval. Salary and rank are dependent on qualifications and experience. Candidates must submit a letter of application, curriculum vitae, statement of teaching experience, and statement of teaching philosophy, and arrange to have three letters of reference forwarded to Human Resources. Deadline for applications is January 31, 2006, or until positions are filled. All positions begin July 1, 2006.

Applications should be sent by standard mail or courier to:  
Human Resources  
University of Prince Edward Island  
550 University Avenue  
Charlottetown, PE C1A 4P3

The University of Prince Edward Island encourages applications from qualified men and women, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, "All qualified candidates are encouraged to apply; however, Canadians and Permanent residents will be given priority."

## Transforming Tomorrow

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## CAREERS CARRIÈRES

QC activities can be found at [www.lqgc.ca](http://www.lqgc.ca) or by contacting Prof Raymond Lafamme ([rlafamme@lqgc.ca](mailto:rlafamme@lqgc.ca)). The IQC, at present, includes more than a dozen researchers from the Faculties of Engineering, Mathematics and Science. The candidates will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and UQW's Centre for Applied Cryptographic Research. Researchers at the University of Waterloo benefit from close connections with the many high-tech companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights in the inventor. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://www.admin.uwaterloo.ca/DACA>. Applications will be accepted until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women and persons with disabilities. Applications will be accepted until the position is filled.

**ELECTRICAL & COMPUTER ENGINEERING** University of Toronto. The Edward S. Rogers Sr. Department of Electrical and Computer Engineering at the University of Toronto invites applications for a tenure-track Assistant or Associate Professor or a full-time position in the area of Electromagnetics, including novel electromagnetic materials, nanostructures and nanomaterials, RF/MEMS and microwave electronics, biomedical applications of microwaves, propagation and scattering for wireless applications, and EMC/EMI. The Department consistently ranks among the top 10 departments in ECE in North America. It attracts outstanding students, has excellent facilities, and is ideally located in the middle of a vibrant cosmopolitan city. Additional information can be found at [www.electrical.utoronto.ca](http://www.electrical.utoronto.ca). Candidates must have a Ph.D. in the relevant areas. Applicants should send a curriculum vitae, a statement of research and teaching interests, and a list of at least three references to Professor Jonathan Rose, Chair, The Edward S. Rogers Sr. Department of Electrical and Computer Engineering, University of Toronto, 10 King's College Road, Toronto, Ontario, Canada, M5S 3G4. For full consideration, applications must be received no later than February 15, 2006. Selection will be based on excellence in research and teaching. All qualified candidates will be considered for apply; however, priority will be given to Canadian Citizens and Permanent Residents.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of the University.

**ENGINEERING DESIGN** — McMaster University. McMaster University's Faculty of Engineering is seeking an outstanding individual at the rank of Professor with tenure, who is nationally and internationally recognized for his/her exceptional record of excellence and accomplishment in research and teaching in the area of Engineering Design. The person appointed to this position will be expected to maintain highly visible leadership and mentoring roles in education and research related to engineering design practice through the development of educational programs, research and government/industrial interactions. Applicants are expected to have a Ph.D. and an undergraduate degree in engineering with extensive academic and practical experience in product or process design. The successful candidate will become a member of one of the Engineering departments and will play a key leadership role in McMaster's new Centre for Engineering Design, which will be situated within the newly developed McMaster School for Engineering Practice. The successful candidate will be expected to contribute to teaching in both graduate and undergraduate programs and to develop a strong research program. Applicants should send a letter of application, full CV including a list of publications, statement of teaching and research interests, a selection of research publications, and the names of at least three references (with postal and email addresses). Registration or eligibility for registration as a Professional Engineer (P.Eng.) will be considered an asset. Please send the application materials to the attention of Dr. A.N. Hayat, Director, School for Engineering Practice, Faculty of Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4K1. Applications will be accepted until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. New Canadian citizens are permitted to employment equity within its community, and to recruiting a diverse faculty. The University strongly encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

**ENGLISH** — University of Windsor. The University of Windsor invites applications for two faculty positions in the Department of English Language, Literature & Creative Writing in the area of Canadian Literature, Creative Writing and Critical Theory commencing July 1, 2006. The first position will be at the rank of Assistant Professor and the second position will be at the Associate rank. For detailed position descriptions visit our website at [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Karl Jürgens, Head, Department of English Language, Literature & Creative Writing, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519-253-3000, Ext. 2289; Fax: 519-971-3676; Email: [jjurgens@uwindsor.ca](mailto:jjurgens@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact Professor Brian Mazur, Director, Faculty Recruitment at 877-665-6068 (toll free) or [recruit@uwindsor.ca](mailto:recruit@uwindsor.ca).

**ENGLISH** — St. Jerome's University. The Department of English at St. Jerome's University in the University of Waterloo invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing July 1, 2006. The successful candidate will have a PhD in English with expertise in modern or contemporary Anglo-Irish and/or British literature. St. Jerome's emphasizes teaching excellence within a larger research intensive university, a commitment to collegial service, and a strong sense of faculty collegiality. The Department is especially interested in candidates who can help with the teaching of forms of writing and speaking for students in Mathematics and Computer Science. In addition to teaching courses in the primary area of expertise noted above, the successful candidate should be prepared to teach some of the English courses that are electives in one of our interdisciplinary programs. The successful candidate may also have an opportunity to participate in graduate teaching and supervision. The base salary (as of September 1, 2005) for an Assistant Professor is \$59,914. Applications must contain a detailed letter explaining your interest in and suitability for the position, a curriculum vitae, a statement of your teaching philosophy, a teaching dossier if available, an outline of your research agenda, and three confidential letters of recommendation (sent under separate cover by the referees or as part of your graduate school dossier). Applications from women and men who are familiar with and sympathetic to the traditions of the Roman Catholic faith are encouraged. St. Jerome's University is committed to the principles of employment equity. For more information on our university, visit our website at [www.sjuu.ca](http://www.sjuu.ca). Please address applications to Dr. C.E. McGee,

Chair, Department of English, St. Jerome's University, 230 Westmount Road North, Waterloo, Ontario, Canada N2L 3G3. In accordance with Canadian Immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. Applications will be reviewed commencing January 20, 2006.

**ENGLISH** — Carleton University. The Department of English Language and Literature at Carleton University (Ottawa, ON) invites applications for a tenure-track position in Book History, Manuscript Culture and/or Print Culture. The appointment will be made at the rank of Assistant Professor, subject to budgetary approval, and will commence on July 1, 2006. The successful candidate will be expected to teach in the undergraduate and graduate programs, supervise graduate students, and develop a program of research leading to significant peer-reviewed publications. A PhD and significant evidence of ability in research and teaching are required. All qualified candidates are encouraged to apply. Canadian Citizens and permanent residents will be considered first for this position. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are

encouraged to apply. Applications (with CV, samples of recent research, and evidence of excellence in teaching) should be sent to: Prof. L.R. McDonald, Acting Chair, Department of English, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. In addition, applicants should arrange for at least three letters of reference to be sent under separate cover. Consideration of candidates will commence on February 2006, and continue until the position is filled.

**ÉTUDES FRANÇAISES** — Université Concordia. Le département d'Études Françaises sollicite des candidatures à trois postes éventuels menant à la permanence. 1. Rédaction professionnelle et création littéraire. 2. Littérature française du 19<sup>e</sup> siècle. 3. Traduction du français vers l'anglais. Les qualifications recherchées sont, selon le poste, un diplôme de troisième cycle obtenu ou en voie d'obtention, une expérience diversifiée de l'enseignement, des publications ou du potentiel de recherche, une aptitude au travail d'équipe et une connaissance du milieu. Les candidats se réunissent pour le poste en rédaction professionnelle et création littéraire auront un doctorat en linguistique, en littérature ou dans un domaine connexe; une expérience dans la pratique ou l'enseignement de la rédaction professionnelle et de la création littéraire

arrai d'un intérêt pour la littérature de langue française. Les candidats se réunissent pour le poste en littérature française du 19<sup>e</sup> siècle et d'enseignement ont un intérêt marqué pour la thèse. Sous réserve d'approbation budgétaire, ces postes, en principe au rang de professeur-adjoint, deviennent être combles le 1<sup>er</sup> juillet 2006. L'étude des dossiers débutera le 15 novembre 2005, et se poursuivra jusqu'à ce que les postes soient comblés. Les candidats doivent envoyer une lettre d'intention, un curriculum vitae, des copies de leurs publications récentes, une présentation de leurs intérêts d'enseignement et de leurs objectifs, et trois lettres de recommandation. Nous encourageons la candidature de toutes les personnes qualifiées. La priorité sera toutefois accordée aux citoyens canadiens et aux résidents permanents. L'Université Concordia soutient le principe de l'équité en matière d'emploi. Olivier Dymov, Ph.D., Directeur, département d'Études Françaises, Université Concordia, 1455 de Maisonneuve D, Montréal, QC, H3G 1M6, odyms@alco.concordia.ca.

## THE UNIVERSITY OF HONG KONG



The University of Hong Kong is at the international forefront of higher learning and research, with more than 100 teaching departments and sub-divisions of studies, and more than 60 research institutes and centres. It has over 20,000 undergraduate and postgraduate students from 48 countries. English is the medium of instruction. The University is committed to international standards for excellence in scholarship and research.

## Associate Professor/Assistant Professor in Structural Engineering (Ref: RF-2005/2006-225)

Applications are invited for appointment as Associate Professor/Assistant Professor in Structural Engineering in the Department of Civil Engineering, commencing July 2006 or as soon as possible thereafter. The appointment will initially be made on a three-year fixed-term basis, renewable after review.

The Department of Civil Engineering is one of the five engineering departments in the Faculty of Engineering. The Department has enjoyed a good reputation as a leading world-class institution for research and teaching in civil engineering, and nurtured high-calibre leaders for the community as well as the civil engineering profession. The Department is active in research in water and environmental engineering, structural engineering, geotechnical engineering, construction management and transportation engineering. Information about the Department can be obtained at <http://www.hku.hk/civil/>.

Applicants should possess a Ph.D. degree in Civil Engineering or a related field. Practical experience would be desirable. Applicants should be strongly committed to teaching and research in the areas of concrete/steel structures. The appointee will be expected to interact strongly with the staff in the structural engineering group.

Starting annual salary for Associate Professorship and Assistant Professorship are around HK\$59,100 and HK\$47,800 (US\$1 = HK\$7.8) (subject to review from time to time at the entire discretion of the University). The appointment will attract a contract-end gratuity and University contribution to a retirement benefits scheme, totalling up to 15% of basic salary. At current rates, salaries tax does not exceed 16% of gross income. The appointment carries leave, and medical/dental benefits. Further particulars and application forms (272/302 amended) can be obtained at <http://extranet.hku.hk/apptunit/> or from the Appointment Unit (Senior) Registrar, University of Hong Kong, Hong Kong (Fax: (852) 2540 6735 or 2559 2058; E-mail: [apptunit@hku.hk](mailto:apptunit@hku.hk)). Closes January 31, 2006.

The University is an equal opportunity employer and is committed to a No-Smoking Policy.



## Canada Research Chair (Tier II) Computational Astrophysics

The Department of Astronomy and Physics invites applications for a tenure-track faculty position in any area of computational astrophysics. The successful candidate will be nominated for a Tier II Canada Research Chair (CRC) and, if successful, appointed to a tenure-track position (normally at the Associate Professor rank) with salary commensurate with experience. Tier II CRCs are awarded to individuals within 10 years of their Ph.D. and targeted at emerging leaders in their fields, capable of maintaining a vigorous, independent, externally funded research program (see [www.chairs.gc.ca](http://www.chairs.gc.ca) for details). Tier II CRCs have a teaching load of one course/term and may use most of the funds from the CRC award not used for salary and benefits to support their research activities. The successful candidate would also be a member of the Institute for Computational Astrophysics (ICA) within the Department of Astronomy and Physics.

As detailed in a separate advertisement, the Department is also seeking to fill two positions in observational astronomy over the next two years to replace regularly scheduled retirements. We would therefore welcome applications from groups of individuals who could forge strong collaborations between the observational and computational components of the Department.

The University has identified computational astrophysics as one of its strategic research initiatives and accordingly allocated to the Department two CRCs (this position and a Tier I chair) and one regular faculty position to form the ICA ([www.ap.smu.ca/ica](http://www.ap.smu.ca/ica)) in 2001. As one of five faculty members of the ICA, the successful candidate would play an active role in the Institute helping to organize meetings, successfully utilize funds for Ph.D. and graduate students, and participate in ongoing ICA initiatives at the national level to maintain the quality of the computational resources available to the ICA through its participation in ACenet, the CFI-funded Atlantic Computational Excellence network for high-performance computing, which will install supercomputing and state-of-the-art visualisation resources on campus within a year.

The Department consists of eleven NSERC-funded faculty members, all with active research efforts in observational astronomy, theoretical and computational astrophysics, and theoretical and experimental subatomic physics. The Department offers both M.Sc. and Ph.D. degrees in astronomy, as well as an undergraduate astrophysics program. For a more complete account of departmental activities, see [www.ap.smu.ca](http://www.ap.smu.ca).

The deadline for applications is January 30, 2006. Interviews of short-listed candidates will commence in February. Please submit your CV along with a statement of research interests, a research proposal (maximum of five pages) for the purpose of the CRC nomination, and the names and addresses of four referees to:

Chair, Search Committee — Tier II CRC  
Department of Astronomy and Physics  
Saint Mary's University, Halifax NS B3H 3C3  
Fax: (902) 496-8218  
Web: [www.ap.smu.ca](http://www.ap.smu.ca)  
Email: [CRSearch@ap.smu.ca](mailto:CRSearch@ap.smu.ca)

Please note that CRC holders need not be Canadian citizens nor permanent residents of Canada. Saint Mary's University is committed to the principles of employment equity.

[www.smu.ca](http://www.smu.ca)

[www.yorku.ca](http://www.yorku.ca)



York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

The Institute for Social Research houses the largest survey research organization at a Canadian university. Our Statistical Consulting Service provides advice and short courses, primarily to the York community. With SSHRC and Statistics Canada support, the Institute is home to a Summer Program in Data Analysis. To find out about the Institute, go to our website at [www.isr.yorku.ca](http://www.isr.yorku.ca).

## Associate Director, Institute for Social Research

The Faculty of Arts invites applications for Associate Director of the Institute for Social Research. The initial term of the Associate Director position will be for three years, with the possibility of renewal. The successful candidate will hold a continuing full-time tenure-track position at the Associate Professor level in a relevant department or division within the Faculty of Arts (for example, Sociology, Psychology, Political Science, Geography or Economics), commencing July 1, 2006, subject to final budgetary approval. The responsibilities of the Associate Director include: preparing research grant proposals; broadly participating in the research and administration of the Institute (but not day-to-day management and financial administration); participating in teaching short courses in data analysis and/or survey research; and performing data analysis and report writing. The successful candidate will also be expected to teach graduate and undergraduate courses, and maintain an active research program.

Applicants should have: a record of excellent scholarship in a substantive area of social research in which quantitative analysis of large-scale survey data is prominent; a very strong practical knowledge of social statistics and data analysis; and some experience teaching in this area; a good understanding of survey research; practical experience in designing social surveys; and a record of successful application for external funding. Some experience in university administration would be a useful asset.

The deadline for receipt of complete applications is January 16, 2006. Applicants should submit a curriculum vitae, a statement of research and teaching interests, and relevant reports, as well as arrange to have three letters of reference sent to: Search Committee for the Associate Director, Institute for Social Research, York University, 4700 Keele Street, TEL Building, 5<sup>th</sup> Floor, Toronto, Ontario, Canada, M3J 1P3. Tel: 416-736-5061. Fax: 416-736-5749.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/aaadp](http://www.yorku.ca/aaadp) or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority for all positions.

**YORK**  
UNIVERSITY  
redefine the POSSIBLE.



# CAREERS CARRIÈRES

## Tenure-Track Faculty Positions

Recognized as a leader in innovative education, Mount Saint Vincent University (MSVU) is a dynamic, challenging and welcoming environment. Our reputation for academic excellence, individual attention to learners and distinctive programs in the liberal arts, sciences, education and professional fields attract outstanding faculty, staff and students from across Canada and abroad. Founded on a commitment to the education of women, MSVU builds on this heritage to create an intellectual and social climate that promotes gender equity, inclusiveness and diversity.

Along with strategic academic directions including academic excellence, internationalization and facilitating technological innovation, MSVU strives to be in the vanguard of distributed learning course offerings and delivery modes. Distance learning courses are offered to students in Canada and around the world via televised and web-based course offerings.

MSVU is seeking scholars for tenure-track appointments at the Assistant Professor level commencing **July 1, 2006** in the areas listed below. Workload for all positions includes research, teaching and collegial service. Applicants should hold a doctorate in an appropriate field or be near completion of their degree. Evidence of research competency is required. Teaching experience at the university level would be an asset. Salary and benefits are in accordance with the MSVU Collective Agreement. All positions are subject to final budgetary approval.

### Business Administration and Tourism and Hospitality Development (2 positions)

The Department offers a Bachelor of Business Administration (majors in accounting, management, marketing and finance) and a Bachelor of Tourism and Hospitality Management (specializations in tourism development and in hospitality management). Co-operative Education is an option for students in Business and required for all students in Tourism and Hospitality Management. Both degrees are offered on-campus and via distance technologies and the Department offers programs through a number of international partnerships including one to offer graduate tourism courses as part of the Heriot-Watt University MBA. Existing faculty bring expertise from professional and academic backgrounds and have a range of research interests including women in business, entrepreneurship and the effects of demographic trends on housing, accommodation and travel demands. Successful candidates will find current faculty interested in collaborative research.

#### Business Administration: Management

The preferred candidate will have expertise in the area of operations management and also be able to teach courses in organizational behaviour or communications management.

#### Tourism and Hospitality Development: Hospitality Management

The preferred candidate will have expertise in food and beverage management and be able to teach courses in facilities management or communications management. A candidate with the requisite academic credentials and professional expertise in the industry is particularly welcome.

Chair: Prof. Ann MacGillivray (ann.macgillivray@msvu.ca)

### Public Relations

The Department of Public Relations offers an integrated undergraduate degree with co-operative education. The Department will celebrate its 25th anniversary in 2006 and over the past quarter century has established a nationwide reputation for the excellence of its program and its graduates. Current faculty come from both professional and academic backgrounds, and have a wide variety of research interests including rhetorical criticism and rhetorical ethics, professional ethics, organizational language and power, influences on media representations, semiotics and literary criticism.

The Department plans to launch a Master's degree in Fall 2006, and is especially interested in candidates with a teaching repertoire that includes research methods, management studies, communications management and/or writing, as they relate to the field of public relations. Candidates with a PhD in a relevant discipline and professional experience in the field are particularly welcome.

Chair: Prof. Trudie Richards (trudie.richards@msvu.ca)

### Biology

The Biology Department offers a Bachelor of Science degree with a major, advanced major and honours, as well as a joint honours degree given jointly with Dalhousie University.

**Specialization:** The preferred area of specialization is microbiology. The successful candidate will add to the department's focus on evolutionary biology ([www.msvu.ca/biology](http://www.msvu.ca/biology)). The ability to develop an independent, externally-funded research program is expected. Post-doctoral experience is an asset. Teaching duties will include courses related to the candidate's area of expertise and introductory biology.

Chair: Dr. Sheilagh Martin (sheilagh.martin@msvu.ca)

### Chemistry

The Department of Chemistry offers a Bachelor of Science degree with a major and advanced major, as well as a Joint Honours degree, given jointly with Dalhousie University.

**Specialization:** Candidates with expertise in the areas of biochemistry or analytical chemistry are particularly encouraged to apply, although other areas of expertise will be considered. Teaching responsibilities will include departmental offerings commensurate with the area of expertise of the candidate, as well as other departmental offerings, including general chemistry from time to time. The ability to develop an externally-funded research program is expected.

Chair: Dr. Katherine Darvesh (katherine.darvesh@msvu.ca)

### History

The Department of History offers undergraduate programs leading to major, advanced major and honours degrees.

**Specialization:** The Department of History seeks candidates with expertise in Canadian history in general, and Maritime and women's history in particular. The successful candidate should have the ability to teach a wide range of courses at the undergraduate level and have knowledge of issues of gender in history. Demonstrable ability in research is expected.

Chair: Dr. M. Brook Taylor (brook.taylor@msvu.ca)

### Psychology

The Department of Psychology offers either a Bachelor of Science or a Bachelor of Arts degree with a major and advanced major, as well as an honours degree.

**Specialization:** The ability to teach developmental psychology is preferred. Expertise in quantitative methods would be an asset. A demonstrable research record and a commitment to teaching and undergraduate student supervision are expected.

Chair: Dr. Stephen Perrott (stephen.perrott@msvu.ca)

Applications should include a statement of research and teaching interests, curriculum vitae and the names and contact information for three references. Send applications to the appropriate Department Chair by e-mail or mail to their attention to Mount Saint Vincent University, 166 Bedford Highway, Halifax, NS B3M 2J6. Departments will begin considering applications on **January 9, 2006**. All positions will remain open until filled.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadians and permanent residents.







## CAREERS CARRIÈRES

■ **FRANÇAIS** — Université de Victoria. Le Département de Français de l'Université de Victoria sollicite des candidatures pour le poste de directeur/trice du département, avec date d'entrée en fonction le 1er juillet 2006. L'Université de Victoria, classée parmi les meilleures au Canada dans sa catégorie, accueille 18 000 étudiants au niveau gradué et sous-gradué. La Faculté des Humanités, qui comprend dix départements, se donne pour mission de promouvoir l'excellence dans l'analyse et la compréhension de la culture, de la société et de la pensée à travers les âges. Rigueur dans la recherche et l'enseignement pour l'enseignement ont été au cœur de ce mandat. Les quatorze membres permanents du département ont des champs d'expertise variés en recherche et en enseignement qui recouvrent les littératures de France, du Québec et de la francophonie, ainsi que le cinéma, les études culturelles, la linguistique et la linguistique appliquée. On trouvera de plus amples renseignements sur les programmes de premier et second cycles en consultant le site départemental: [www.french.uvic.ca](http://www.french.uvic.ca). La candidate/e doit posséder une excellente connaissance du français et de l'anglais, de séminaires qualitatifs dans la recherche universitaire, et être prêt/e à prendre en charge un département dynamique en pleine phase de renouvellement. Le directeur/trice du département est responsable des programmes d'enseignement et de recherche, ainsi que des activités collégiales, au sein d'un environnement universitaire où l'enseignement est en constante évolution. Le directeur/trice, qui a pour responsabilité hiérarchique le doyen de la Faculté des Humanités, représente le département auprès de l'université et de la communauté. Le/la candidat(e) doit occuper actuellement le rang de professeur ou de professeure/assistante. La rémunération sera évaluée en fonction du niveau de directeur/trice qu'il/elle remplira.

pour un mandat de cinq ans. Il n'est pas impératif que le/la candidat(e) ait déjà occupé les fonctions de directeur/trice, mais une solide expérience dans le domaine administratif est exigée. Prière de faire parvenir une lettre de présentation, un C.V. et les noms de trois référents avant le 20 janvier 2006. Les demandes doivent être adressées à: Dr. Andrew Rippin, Dean, Faculty of Humanities, P.O. Box 3045 STN CSC, University of Victoria, Victoria, BC, V8W 3P4; Phone: (250) 472-4677; Fax: (250) 721-7059; E-mail: [arippin@uvic.ca](mailto:arippin@uvic.ca). L'Université de Victoria respecte une politique d'équité en matière d'emploi et encourage les candidatures de femmes, de personnes handicapées, de membres de minorités visibles, de personnes d'origine autochtone, de personnes de toutes orientations sexuelles, ainsi que de toute autre personne susceptible de contribuer à la diversité de l'université. Toute personne ayant les qualifications requises est encouragée à poser sa candidature. Cependant, la priorité sera accordée aux candidatures émanant de citoyens canadiens et de résidents permanents. Les candidats doivent être conscients des exigences pécunies en matière d'immigration au Canada.

■ **FRENCH** — Université de Victoria. The Department of French at the University of Victoria seeks candidates for the position of Director of the Department, effective 1 July 2006. The University, recognized as one of Canada's top comprehensive universities, serves more than 18,000 students, graduate and undergraduate, in a wide range of disciplines. Composed of ten departments, the Faculty of Humanities is committed to the critical understanding of human thought, culture and society as they develop in time. Rigorous and comprehensive research accompanied by passionate teaching are at the core of its mandate. The fourteen permanent faculty members in the Department of French have wide-ranging expertise in teaching interests in French, Quebec,

French-Canadian, African and Caribbean literatures, culture and cinema, as well as linguistics and applied linguistics. More information about the department and its BA and MA programs is available at its website [www.uvic.ca/french](http://www.uvic.ca/french). The department seeks an external Chair with native or near-native fluency in both French and English and an excellent record in teaching and research to provide leadership to a dynamic department undergoing a process of renewal and growth. The Chair is responsible for administering the teaching, scholarly and collegial activities of the department within a consultative structure. The Chair reports to the Dean of the Faculty of Humanities and represents the department to the university and to the external community. The successful candidate will be appointed to the position of Associate Professor or Professor with tenure, for an administrative term of five years. Although applicants need not have served as a department chair, they should have substantial administrative ability and experience. Applications should include the names and addresses of three referees; a curriculum vitae and a letter of interest; and be submitted no later than January 20, 2006. They should be addressed to: Dr. Andrew Rippin, Dean, Faculty of Humanities, Box 3045 STN CSC, University of Victoria, Victoria, BC, V8W 3P4; Phone: (250) 472-4677; Fax: (250) 721-7059; E-mail: [arippin@uvic.ca](mailto:arippin@uvic.ca). The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply. However, in accordance with Canadian Immigration requirements, permanent residents will be given priority.

■ **FRENCH** — Saint Mary's University. The Department of Modern Languages and Classics, Saint Mary's University, invites applications for a tenure-track position in French at the rank of Assistant Professor starting July 1, 2006. The Department is seeking an individual with a primary research profile in French Second Language and a demonstrated record of effectiveness in undergraduate language teaching at all levels. The successful candidate will have research interests in one or more of the following: applied linguistics, CALL, and curriculum development. The candidate will also be required to coordinate multi-sectioned courses in the Department. Applicants should hold a PhD or be near completion of the degree, possess native or near-native fluency in French and English, and be familiar with French education in the Canadian university context. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities; a commitment that it realizes through outreach activities, community-based research programs, and contributions to lifelong learning. Its distinctly international character is reflected in its proportion of international students and sixty abroad opportunities, including one in Angers, France. We are particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and preparing students to live and work in a global environment. Letters of application accompanied by up-to-date curriculum vitae, the names of three referees, a writing sample and a teaching program of research leading to significant peer-reviewed publications. Proficiency in English is a requirement. The closing date for applications is December 19, 2005. Although candidates of all nationalities are encouraged to apply, Canadian Immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Visit our web site at <http://www.smu.ca>.

■ **FRENCH** — Carleton University. The Department of French at Carleton University invites applications for one tenure-track position at the rank of Assistant Professor commencing July 1, 2006. A PhD and significant evidence of ability in research and teaching are required. Candidates should have expertise in the following fields: modern French literature and translation studies (theory and practice). Candidates with a demonstrated expertise in to apply, Canadian Immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Visit our web site at <http://www.smu.ca>.

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E-mail: [charles\\_doutrepoint@carleton.ca](mailto:charles_doutrepoint@carleton.ca). All qualified candidates are encouraged to apply. The applications of Canadian and permanent residents will be considered first. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **FRENCH LINGUISTICS** — University of Windsor. The University of Windsor invites applications for a tenure-track position in the Department of Languages, Literatures and Cultures in the area of French Linguistics at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Doherty, Language, Literatures, and Cultures, University of Windsor, Windsor, Ontario, N9B 3P4; Tel: 519-253-3000, Ext. 2062; Fax: 519-971-3648; E-mail: [ldoherty@uwindsor.ca](mailto:ldoherty@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact Professor Brian M. Mazur, Director, Faculty Recruitment at 877-655-6606 (toll free) within North America, call collect outside of North America at 519-561-1432 or E-mail: [recruitment@uwindsor.ca](mailto:recruitment@uwindsor.ca).

■ **GEOGRAPHY** — Simon Fraser University. The Department of Geography at Simon Fraser University invites applications for a Lectureship in Physical Geography. This position is a continuing teaching (non-research) appointment starting September 1, 2006. Applicants must have a Masters degree although a PhD is preferred. They should be able to demonstrate expertise in the area of the undergraduate program in physical geography and possibly in advanced courses in their specialty area. Their duties will include: teaching, supervising and evaluating students, and coordinating the physical geography field school. Applicants should forward a curriculum vitae and a statement of career goals to Dr. Ted Hickey, Chair, Department of Geography, Simon Fraser University, Burnaby, British Columbia, Canada, V6A 1S6. They should also attach three confidential letters of reference to be sent to the Chair under separate cover. Review of applications will commence on 4 January, 2006. For additional information please see [www.sfu.ca/geography](http://www.sfu.ca/geography). All qualified candidates are encouraged to apply, however Canadian and permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified women and men, including visible minorities, aboriginal peoples and persons with disabilities. The position is subject to final budgetary approval.

## UNIVERSITY OF WATERLOO

TENURE-TRACK FACULTY POSITIONS  
SCHOOL OF ARCHITECTURE

The University of Waterloo School of Architecture invites applications for four tenure track faculty positions commencing on January 1, or May 1, 2006. The School offers a CACB accredited professional program consisting of a four year Honours Bachelor of Architectural Studies followed by a Master of Architecture. The School of Architecture is a dynamic and growing community of cooperative work team experience for completion. At Waterloo architecture is pursued as a form of creative cultural inquiry. Cultural literacy, environmental stewardship and technological innovation are central to a programme that addresses local, national and international issues through research and experimentation.

The School has recently relocated from a suburban campus in Waterloo to new facilities in downtown Cambridge, Ontario. The building, a former silk mill on the west bank of the Grand River, provides open, luminous spaces and, in addition to studios, classrooms, labs, workshops and offices, we benefit from the presence of a professional art gallery, the Musages Architecture Library and Rare Book Room, a film theatre, media centre, print making studio, Café and fitness facility. The School has run an international studio in Rome for 25 years. Virtually every fourth year student participates in this award winning programme. (please see [www.uwp.org](http://www.uwp.org)). We also maintain close connections with architectural and design offices around the world that employ our students, and with professional organizations and individuals in related disciplines. The community of 320 students, drawn from across Canada and around the world, is supported staff, 19 full and 25 part-time faculty works in a spirit of fellowship and collaboration. The building and the School are integrated in the life and fabric of the local community.

Waterloo is a comprehensive university, widely recognized as a centre of research in high technology and innovative teaching. The School of Architecture has recently become part of the Faculty of Engineering, one of the leading centres for professional education and technological innovation in the country. Potential applicants are urged to consult our web site ([www.architecture.uwaterloo.ca](http://www.architecture.uwaterloo.ca)) to obtain a more complete understanding of the academic programme, support facilities and current interests of the School.

■ **ARCHITECTURAL DESIGN** (2 Positions)

The successful applicants will teach in Design Studios at the Graduate and Undergraduate levels, teach in one or more of the other three theme areas (Cultural History, Environment or Technology) and supervise graduate student research. This versatility is essential since the school teaches a full design studio starting in first year through to the Master's programme. Hence a record of innovative design teaching at the university level is essential. We look to one of the successful candidates to have a particular interest in introductory design. We seek candidates with expertise in professional practice, and/or sustainable design, and/or urban design, and/or digital technology. All design faculty must have a record of significant achievement in university teaching and scholarship or creative design activity. Applicants must possess a professional degree in Architecture and an advanced degree or equivalent experience.

■ **STRUCTURAL DESIGN & CONSTRUCTION** (1 Position)

The successful applicant will teach courses in Structural Design and Building Construction at the Graduate and Undergraduate levels, teach in another of the three theme areas of Design, Environment or Cultural History and supervise graduate students. The holder of this position will carry on a programme of innovative scholarly work, assist in the development of the overall research enterprise in design and technology in the School of Architecture and pursue possible collaborations with researchers in other departments in the Faculty of Engineering. Applicants should possess a doctorate and a record of successful teaching in a school of architecture. We require a high degree of versatility since Waterloo is a school in which the discussion of architectural issues is broad and inclusive. We do not operate as separate disciplines, hence synthetic imagination and a background in interdisciplinary activity is absolutely essential. We look to the successful applicant to develop curriculum, forge links with external professional, academic and industrial organizations and increase the level of funding for graduate studies and research in the School.

■ **CULTURAL HISTORY** (1 Position)

The Cultural History stream is one of the hallmarks of the School of Architecture at Waterloo. Cultural literacy and critical discourse sustain the life and spirit of the institution. The Cultural History core extends through the entire Undergraduate Programme and supports the quality of research and writing at the Graduate level. The successful applicant will have a doctorate in an area of cultural expertise in architecture, teaching at the Undergraduate and Graduate levels. It is of the utmost importance that the candidate be capable of linking diverse modes of human artistic expression and thought. A record of accomplishment in scholarship and teaching at the university level is required.

The Search Committee will begin to consider applications on November 1, 2005. Please submit a letter of application, a full curriculum vitae and names and contact information of three referees to Professor Eric Haldenby, Director, preferably by e-mail: [erhalden@uwaterloo.ca](mailto:erhalden@uwaterloo.ca) or by post at University of Waterloo, School of Architecture, 7 Melville Street South, Cambridge, Ontario, Canada N1S 2H4.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from qualified women, members of visible minorities, native peoples, and persons with disabilities.



BUILDING A TALENT TEAM



EDMONTON, ALBERTA, CANADA

## Dean of Augustana Faculty

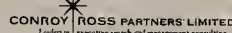
The Augustana Faculty of the University of Alberta invites applications and nominations for the position of Dean of Augustana Faculty. Located in Camrose and Edmonton, Alberta, Canada, the University of Alberta is recognized nationally and internationally for educational and research pre-eminence, offering a very broad range of outstanding programs through a comprehensive set of faculties and schools. For more information about the University of Alberta go to [www.ualberta.ca](http://www.ualberta.ca).

Established in 1910 by Norwegian settlers, under the name Camrose Lutheran College, Augustana Faculty of the University of Alberta builds on an excellent reputation for high-quality teaching in a friendly, caring, residence-based setting, providing a distinctive small-campus undergraduate experience within one of Canada's leading universities. Augustana Faculty remains mindful of its heritage, open to a diversity of perspectives and backgrounds, and responsive to the rural region in which it is located. Serving approximately 1100 students and supported by more than 50 full-time teaching staff and 150 support staff, Augustana Faculty is located in Camrose, Alberta, a city of about 16,000, approximately one hour's drive southeast of Edmonton.

Augustana Faculty offers challenging, innovative undergraduate degree programs in Arts, Sciences, Management and Music. A dedicated commitment to excellence in these areas of study, coupled with an emphasis on experiential learning in international and wilderness environments, makes Augustana Faculty one of a select number of elite liberal arts and science faculties in North America.



The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



Leaders in innovative search and management consulting

For more information go to [www.augustana.ca](http://www.augustana.ca). The Dean of Augustana Faculty is responsible to the Provost and Vice-President (Academic) for all activities of the Faculty, including the supervision and administration of the budget. The Dean is an experienced administrator and a respected and innovative leader, with demonstrated excellence in teaching. The Dean is a civic leader who builds strong relationships with the Camrose community. The Dean provides a vision for the Faculty that reflects excellence in the context of a classic liberal arts and science education. The successful candidate will possess an earned doctorate with a demonstrated record of achievement in a field of research that enhances the activities of the Faculty, and substantial experience in fundraising and community relations. Written nominations or applications, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees should be submitted in confidence to:

Conroy Ross Partners Limited  
1650 10303 Jasper Avenue  
Edmonton Alberta T5J 3N6  
Fax: (780) 432-9336  
Email: [mail@conroyross.com](mailto:mail@conroyross.com)  
[www.conroyross.com](http://www.conroyross.com)  
Reference Job # 1451

The Committee welcomes applications at any time and expects to begin considering candidates in December 2005. Consideration will continue until the position is filled. The appointment will take effect on July 1, 2006 or as soon as possible thereafter.



# CAREERS CARRÈRES

approval. Under the authority of the University of Personal Information that is required by the University for academic appointment consideration will be sent to the appropriate faculty. For further details see: <http://www.slu.ca/academic/faculty/Opening/Collections/Notice.html>.

■ **GEOGRAPHY** – University of Toronto. The Department of Geography and Program in Planning, University of Toronto, invites applications for a tenure-stream appointment in the field of Human Geography, with expertise in the teaching of migration and transnationalism. The appointment will be at the rank of Associate/Full Professor and will begin on July 1, 2006. Salary to be commensurate with qualifications and experience. The appointee will be expected to contribute to graduate teaching and supervision and undergraduate teaching. The successful candidate will be expected to have developed an internationally recognized and externally funded research program. The successful candidate must have a PhD in geography or a closely related discipline, as well as an established record of excellence in scholarly research, publication, and a demonstrated commitment to teaching and mentoring. Additional information on the Department can be found through the Department's website at <http://www.geog.utoronto.ca/>. Please send applications to: Professor Joseph R. Osofsky, Chair, Department of Geography and Program in Planning, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada M5S 3G3. Applications should include a curriculum vitae, a statement outlining current and future research interests, examples of publications, and a letter of intent to teaching experience. Applicants should also ask three referees to write letters directly to Professor Osofsky. Referrals must be received by January 10, 2006 (no email applications will be accepted). The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of the field. We offer opportunities to work in many collaborative programs, including Aboriginal, Canadian, environmental, cross-cultural, sexual diversity, gender and women's studies. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **GEOGRAPHY** – The University of Winnipeg. The Department of Geography invites applications for a tenure-stream appointment in Human Geography at the Assistant Professor level. The successful candidate will be required to teach undergraduate courses in Introduction to Geography, Geography, Population Geography, Geographical Issues in the Developing World, Globalization, and Economic Geography. The ability to develop future courses in the areas of education resource management and tourism would be an asset. The successful candidate must hold a PhD or be nearing completion and have proven excellence in teaching. Subject to budgetary approval, the effective date of appointment will be August 1, 2006. The closing date for the application is January 15, 2006. Applicants, including a complete curriculum vitae and the names of three references, should be sent to: Dr. M. F. R. Rasmussen, Chair, Department of Geography, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, Canada, R3B 2E9. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, visible minorities, Aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada.

■ **GEOLOGICAL SCIENCE** – University of Manitoba. The Department of Geological Sciences at the University of Manitoba invites applications for a full-time tenure-track faculty position in stable isotope geochemistry at the rank of Assistant Professor. This position is to commence July 1st, 2006 or as soon thereafter as is mutually agreeable. Minimum qualifications are a PhD in Geology and evidence of strong teaching and research potential. The ideal candidate will have experience in stable isotope geochemistry and analysis; complementary experience in geobiology, mineralogy, petrology or mineral deposits would be considered an asset. The successful candidate will be expected to teach geochronology and other undergraduate and graduate courses in geosciences and to develop an independent research program. The Department of Geological Sciences currently has 12 full-time tenure-track faculty offering a full range of undergraduate and graduate programs in Geology and Geophysics. The Department has a well-established national and international research reputation with strengths in mineralogy, geochronology, sedimentology and lithospheric geophysics. It has world-class analytical facilities including laser ablation ICP-MS, SIMS, EMPA, high-resolution XRD and four-circle diffractometers. The Department is part of the Clayton H. Riddell Faculty of Earth and Atmospheric Resources which is responsible for teaching, research and outreach in the broad areas of the Earth, environment, energy, development and resources. Further information about the Department and University of Manitoba can be obtained from <http://www.umanitoba.ca>. Winnipeg is a cosmopolitan city with a population of 650,000. The city offers all the facilities of a major city but with the atmosphere of a smaller, friendly city. Winnipeg provides a high quality of life and a rich cultural environment and offers access to some of the most beautiful lake country and recreational facilities in North America. In addition it boasts the lowest cost of living among major cities in Canada. Learn more about Winnipeg at <http://www.winnipeg.ca>. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians

and permanent residents will be given priority. Applicants should send a curriculum vitae; a summary of teaching philosophy, interests and experience; a summary of research interests; a description of proposed research, and the names and addresses of three references to: Dr. Nancy Chow, Head, Department of Geological Sciences, University of Manitoba, Winnipeg, MB, R3T 2N2; Tel: 204-474-3374; Fax: 204-474-7632; [n.chow@umanitoba.ca](mailto:n.chow@umanitoba.ca). Please specify position number M2428 in the application. Closing date for applications is January 8, 2006. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

■ **GEOPHYSICS** – Tongji University. Associate Professorship & Postdoctoral Position in Seismology: The School of Ocean & Earth Science (SOES) at Tongji University in Shanghai, China, has multiple openings in its Global Seismology and Geodynamics Program, where the working language is English. In conjunction with the Geological Survey of Canada, we operate a broad-based seismic network in NE China to complement the existing Chinese broadband stations. We invite applications from highly motivated individuals with a PhD in observational and/or theoretical aspects of earthquake seismology. Researchers with a background in broad-band waveform analysis and/or mathematical physics of seismic wave propagation are strongly encouraged to apply. Effective communication in English, oral and written, is highly desirable. The successful candidate for the Associate Professorship must have a demonstrable track record in significant academic publications, Shanghai is a vibrant metropolitan city with a stable international resident community and year-round cultural performances and art events. SOES is a federally designated research center, is located outside the downtown core. It has active research col-

laborations in Earth Sciences with universities in Europe and Australia, and is home to the China Office of the Integrated Ocean Drilling Program. Recompense/benefits package will be competitive. Application materials should include a CV, statement of research interests, publication list, and the names and contact information of three references. Interested persons should send their applications immediately to Professor Mingyao Chen at [yhchen@tongji.edu.cn](mailto:yhchen@tongji.edu.cn) and [chenm@tongji.edu.cn](mailto:chenm@tongji.edu.cn).

■ **GESTION** – Université McGill. La faculté de gestion est à la recherche de candidats pour des postes de professeur adjoint/dominant accès à la permanence, pour des postes limités de professeur adjoint (catégorie spéciale) et de professeur invité dans les domaines de la comptabilité, finance, gestion générale, gestion de l'information, sciences de la gestion des opérations, marketing, comportement organisationnel et politique générale des entreprises. Les candidats possédant une solide expérience de la recherche ou ont le potentiel de y concourir, ainsi qu'une bonne expérience de l'enseignement. Les candidats au poste de professeur adjoint sont titulaires d'un doctorat ou en instance de le terminer dans l'année. Salaire et échelon sont fonction des qualifications et de l'expérience de recherche des candidats. La faculté de gestion compte 70 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Fêtes d'entrée pour une candidature, ainsi que trois lettres de références et diplômes H3A 3G5, avant le 31 janvier 2006. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent aux citoyens canadiens et aux résidents permanents. L'Université McGill soutient l'équité en matière d'emploi.

## ■ HEALTH SCIENCES – McGill University

McGill University is inviting applications for tenure-track positions at the rank of Assistant or Associate Professor within the Centre for Research on Pain. A description of the Centre can be found at [www.painresearch.mcgill.ca](http://www.painresearch.mcgill.ca). The Centre is associated with the Faculties of Dentistry, Science and Medicine and successful candidates will be offered an appointment in Dentistry with the possibility of a cross-appointment in an appropriate department in one of the other faculties. Candidates are expected to establish an independent research program in basic and/or clinical sciences, with emphasis on pain mechanisms and symptom management, and to teach at graduate and undergraduate levels. Applicants must include a cover letter, a curriculum vitae, a short statement of research interests and names and email addresses of three referees. Send applications to: Dr. James Lund, Dean, Faculty of Dentistry, McGill University, 3540 University Street, Room M/21, Montreal, Quebec, Canada, H3A 2B2; [james.lund@mcgill.ca](mailto:james.lund@mcgill.ca); Tel: 514-398-7219; Fax: 514-398-8900. McGill University is committed to equity in employment. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

## ■ HISTOIRE – Université d'Ottawa. Le Département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste de professeur remplaçant à durée limitée de deux ans en Histoire du Canada au XXe siècle.

Le champ de spécialisation est ouvert. Entente en fonction: 1er juillet 2006. Préférence accordée aux candidats possédant le doctorat, des publications et de l'expérience dans l'enseignement. Le candidat devra enseigner en anglais, Ranc: Professeur adjoint. Salaire: selon la convention collec-

tive. Prière de faire parvenir son curriculum vitae et trois lettres de recommandation confidentielles au Directeur, Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. Date limite pour soumettre sa candidature: le 15 mars 2006. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, la priorité sera donnée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa a une politique d'équité en matière d'emploi.

■ **HISTORY** – University of Ottawa. The Department of History of the University of Ottawa invites applications for a two-year limited term appointment in the History of Canada in the 20th Century. Area of specialization open. Starting date: July 1, 2006. Requirements: PhD, publications and teaching experience preferred. The candidate will be required to teach in English. Rank: Assistant Professor. Salary: According to Collective Agreement. Applicants should submit a curriculum vitae and three confidential letters of reference to the Chairperson, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. Deadline for applications: March 1, 2006. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Employment equity is University policy.

■ **HISTORY** – University of Prince Edward Island. The Faculty of Arts at the University of Prince Edward Island is seeking an assistant professor for a cross-appointed, tenure-stream position in Medieval Studies, beginning July 1, 2006. This position encompasses the disciplines of history, philosophy and religious studies. We are seeking candidates who have completed their PhD (before the start date) and appreciate working in an innovative and vibrant interdisciplinary setting. Suitable candidates should be able to work in original source material, and will teach undergraduate courses in Medieval History and Religion (including Thomism), and introductory courses in the

philosophy of Plato and Aristotle. We will begin reviewing applications on March 1, 2006 and will continue until the position is filled. Applicants should submit a letter of application, curriculum vitae, evidence of research and teaching, and three letters of recommendation to: Dr. Richard Kunal, Dean, Faculty of Arts, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE, C1A 4P3; [rkunal@pei.ca](mailto:rkunal@pei.ca). Closing date: February 28, 2006.

■ **HISTORY** – Saint Mary's University. The Department of History at Saint Mary's University invites applications for a tenure-track appointment at the assistant professor level in Modern Asian History. We are particularly interested in applicants whose scholarship focuses on South and/or South East Asia in the era of imperialism and/or decolonization. The successful candidate will be joining a department with a vigorous research culture whose faculty, graduate students, and post-doctoral fellows have made contributions to historical scholarship in a wide range of areas. We also provide vital support for the university's international and interdisciplinary programs, including Asian Studies, International Development Studies, Atlantic Canada Studies, Irish Studies and Women's Studies and enjoy a close relationship with local museums and heritage sites, enhanced by the Public History components within our program. For further information visit our website: <http://www.smu.ca/academic/history/>. The Faculty of Arts welcomes scholars who can contribute to such initiatives. The appointment will commence on July 1, 2006, subject to budgetary approval. Applicants must have a completed PhD or be near completion, and demonstrate considerable promise in teaching, research and scholarly publication. Applicants should send a letter of application, a C.V., evidence of teaching ability, contact information for three academic referees, and a writing sample to the Chair, Department of History, Saint Mary's University.



**UNIVERSITY OF ALBERTA**  
EDMONTON, ALBERTA, CANADA

[www.careers.ualberta.ca](http://www.careers.ualberta.ca)

The University of Alberta's new Augustana Faculty has embarked on a dynamic, multi-year program of renewal and growth. It expects to make at least three appointments at the rank of Assistant Professor, commencing July 1, 2006, for which it invites applications in the disciplines indicated below.

The Augustana Faculty teaches more than 1000 students in baccalaureate degree programs on a picturesque residential campus in the city of Camrose, 90 km southeast of Edmonton. After a long educational history, including two decades as an independent, degree-granting university college, Augustana was incorporated into the University of Alberta in July 2004. The Faculty is committed to building on its reputation for rigorous, high-quality teaching in the tradition of the liberal arts and sciences, and, in doing so, providing a distinctive undergraduate environment, participate actively in a collegial culture of inquiry and public engagement, and flourish as researchers in an undergraduate, interdisciplinary, and rural location.

For all positions, the ability to contribute to areas of interdisciplinary strength and interest for the Faculty will be an asset. Those areas include environmental studies, international development studies, rural and northern studies, and women's studies.

For information about Augustana and particular programs, please consult the Faculty webpage at [www.augustana.ca](http://www.augustana.ca). Inquiries concerning any of the positions in this advertisement should be directed to the Chair of the relevant department.

## Art (Studio)

This position requires a generalist with an MFA in a studio discipline (or equivalent) to teach a broad range of studio practices for an art program within a liberal arts degree program. This program concentrates on traditional practices within a contemporary milieu. Foundation studies will form the core of this position but it will also include introductory and senior courses in drawing, painting, sculpture and digital media. Applicants should also have an active studio practice in one of the aforementioned areas. Familiarity with aesthetics, theory, history and contemporary art would be an asset. Chair: Keith Harder, Fine Arts ([keith.harder@ualberta.ca](mailto:keith.harder@ualberta.ca)).

## Biology

The successful candidate will have a Ph.D. in either Microbiology or Molecular Biology and will be expected to teach courses in both areas. Applicants should be interested in helping to build a student-friendly, teaching-oriented Biology program that also recognizes the value of research. Chair: Dr. Neil Haave, Science ([neil.haave@ualberta.ca](mailto:neil.haave@ualberta.ca)).

## Economics/Management

This position involves teaching in both the Economics and Management programs. While any area of specialization will be considered, preference will be given to applicants whose teaching interests include Industrial Organization and Public Finance, and who can contribute to the development of a relatively new Management program. Applicants should possess a Ph.D. in Economics, Finance or Business, or be near completion of that degree. An additional full-time, term-limited appointment in Management is also being contemplated. Chair: Dr. Jeremy Mount, Social Sciences ([jeremy.mount@ualberta.ca](mailto:jeremy.mount@ualberta.ca)).

## Environmental Science/Studies

The successful candidate will contribute to two proposed interdisciplinary programs, a B.Sc. in Environmental Science and a B.A. in Environmental Studies. Applicants should be able to teach GIS, statistics, and senior courses in a specialty area. Ability to teach related environmental courses (e.g., resource management, freshwater systems, field methods, history, or politics) would be an asset. Applicants should possess or be near completion of a Ph.D. in Environmental Science/Studies, Geography or related field. Chair: Dr. Neil Haave, Science ([neil.haave@ualberta.ca](mailto:neil.haave@ualberta.ca)).

## Music

The successful candidate will teach in two of the following three areas: music history, music theory and ethnomusicology. Opportunities for teaching in music composition, women's studies and interdisciplinary studies may also be available. Applicants should have expertise and interest in introducing students to a variety of music (classical, popular, world) and contemporary critical perspectives. A completed Ph.D. or equivalent is the minimum academic qualification. Chair: Keith Harder, Fine Arts ([keith.harder@ualberta.ca](mailto:keith.harder@ualberta.ca)).

## Philosophy

The successful candidate will become the fourth member of a new degree program in Philosophy and Religion. Applicants should have expertise in at least one area of the history of philosophy and be competent to teach a variety of undergraduate classes, including introductory courses and critical thinking. The ability to teach a course in Philosophy and the Environment will be an asset. Applicants should possess or be near completion of a Ph.D. Chair: Dr. Paul Harland, Humanities ([paul.harland@ualberta.ca](mailto:paul.harland@ualberta.ca)).

## Physical Education

The successful candidate will teach in the area of exercise sciences as one of five faculty members in a Physical Education degree program that covers two streams: Kinesiology and Sport Studies, and Outdoor Education. Candidates should have expertise in at least two areas of exercise sciences and be competent to teach a variety of undergraduate classes such as human anatomy, exercise physiology, advanced training methodologies, biomechanics, and human physiology. A research interest in the area of fitness and aging will be an asset. Applicants should possess or be near completion of a Ph.D. Chair: Yvonne Becker, Physical Education ([yvonne.becker@ualberta.ca](mailto:yvonne.becker@ualberta.ca)).

All appointments will be made at the rank of Assistant Professor. The current salary scale begins at \$53,580; the benefit package is comprehensive.

Applicants should submit curriculum vitae, including evidence of successful teaching and samples of scholarly work, and arrange to have transcripts and three confidential letters of reference sent to:

Dr. Roger Epp  
Dean (Acting)  
Augustana Faculty  
University of Alberta  
4301-46 Avenue  
Camrose, AB, T4V 2R3  
Email: [Roger.Epp@ualberta.ca](mailto:Roger.Epp@ualberta.ca)

Consideration of applications will begin as early as January 4, 2006.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta has on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



## CAREERS CARRIÈRES

Halifax, Nova Scotia, Canada, B3H 3C3; Fax (902) 420-5345; Email: history@dal.ca. The closing date for receipt of applications is December 31, 2005, in accordance with Canadian Immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents, nevertheless applications from all qualified candidates are welcome. Saint Mary's University is committed to the principles of employment equity.

■ **HISTORY** — St. Jerome's University, The Department of History at St. Jerome's University (in the University of Waterloo) invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing July 1, 2006. The successful candidate will have a PhD in History with expertise in Medieval Europe. In addition to teaching courses in the general field of medieval history, an interest in and ability to contribute to interdisciplinary programs is an asset. The appointee may also have an opportunity to participate in graduate

teaching and supervision in the Tri-University (Waterloo, Laurier and Guelph) graduate program. St. Jerome's University emphasizes teaching excellence within a larger research-intensive university, a commitment to collegial service, and a strong sense of faculty collegiality. The base salary (as of May 1, 2005) for an Assistant Professor is \$59,914. Applications must contain a detailed letter explaining your interest in and suitability for the position, a curriculum vitae, a statement of your teaching philosophy, a teaching dossier (if available), an outline of your research agenda, and three confidential letters of recommendation (sent under separate cover by the referees or as part of your graduate school dossier). Applications from women and men who are familiar with and sympathetic to the traditions of the Roman Catholic faith are encouraged. St. Jerome's University is committed to the principles of employment equity. For more information on our university, visit our website at [www.sju.ca](http://www.sju.ca). Please

address applications to Dr. Kenneth McLaughlin, Chair, Department of History, St. Jerome's University, 290 Westmount Road North, Waterloo, Ontario, Canada N2L 3G3. In accordance with Canadian Immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. Applications will be reviewed commencing February 17, 2006.

■ **HOSPITALITY & TOURISM MANAGEMENT** — University of Guelph. The School of Hospitality and Tourism Management seeks qualified candidates to fill an assistant professor tenure-track position in organizational behaviour. The successful candidate will be expected to teach residential and online courses in organizational behaviour at the undergraduate and graduate level, to conduct research in hospitality management, and actively contribute to the successful functioning of the School and the industry through service work. A completed PhD or equivalent (e.g., DBA) in organizational be-

haviour and solid business experience at the managerial level, preferably in Canada, is required for this position. The successful candidate will demonstrate evidence of past research accomplishments, teaching effectiveness and an ability to interact and work well with industry. Submit a letter of application, curriculum vitae, a brief teaching dossier, a statement of teaching philosophy and a list of references with mailing address, phone number and e-mail contact information by January 31, 2006. To: Dr. Marian Joppe, School Director, Chair, School of Hospitality and Tourism Management, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Fax: (519) 823-5512; E-Mail: [mjoppe@uoguelph.ca](mailto:mjoppe@uoguelph.ca). All qualified candidates are encouraged to apply. However, Canadian and permanent residents will be given priority. The application deadline is January 31, 2006 or until the position is filled. The University of Guelph is committed to employment equity programs that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **HUMANITIES** — University of King's College. The University of King's College invites applications for a tenure-track position at the rank of Assistant Professor, to commence 1 July 2006. The successful candidate will teach in an interdisciplinary programme and first-year students with a focus on the history of Western thought and culture (including literature, history, philosophy, religion and art). The appointment involves the combination of team teaching with responsibilities for curriculum. Other duties include administrative responsibilities and research. A PhD in some area of the humanities or social sciences, completed by the date of appointment, is required. First

will be given to candidates with a demonstrated commitment to interdisciplinary teaching and research. Salary is commensurate with qualifications and experience. Applications, including a curriculum vitae, three letters of reference and a sample of writing, should be sent to: Dr. Angus Johnston, Director, Recruitment Year Program, University of King's College, Halifax, Nova Scotia B3H 2A1. The deadline for applications is 9 January 2006. The University of King's College is a small liberal arts undergraduate university located in Halifax, Nova Scotia. King's College is affiliated with Dalhousie University, the region's foremost teaching and research university. King's serves its community of students and scholars, along with its local and national communities, by providing uniquely interdisciplinary education in humanities and in journalism. The University of King's College is an employment equity employer and encourages applications from self-qualified individuals. Aboriginal peoples, persons with disabilities, members of visible minorities and women are especially encouraged to apply. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given priority.

■ **INDUSTRIAL DESIGN** — Carleton University. Applications are invited for a tenure-track position at the Assistant Professor level in the School of Industrial Design to commence July 1, 2006. The position is subject to budgetary approval. The successful candidate is one of Canada's leading comprehensive universities and the School of Industrial Design is unparalleled in Canada, rating amongst the best in North America and internationally. Our program is well established and strategically located within the

Faculty of Engineering and Design, which includes the School of Architecture and the new School of Information Technology. The candidates we seek are graduates who are excellent and many have successfully moved into key positions of design responsibility. The four-year program leads to a Bachelor of Industrial Design (BID) degree. The school is currently planning a graduate program at the Masters level. Information on the school and its program may be found on the school's website. We are looking for a design educator to complement our team. Applicants should have a minimum of 5 years' industrial design practice. A professional undergraduate degree in industrial design, and an advanced degree, preferably at the PhD level, in the same or a closely related field are required. Evaluation will be on the basis of demonstrated ability in design and teaching, and potential for research. The successful candidate will teach studio and/or courses in design history, design methodology or design theory related to design practice. Applicants should send a letter of interest and design education philosophy, resume, detailed design portfolio and 3 letters of reference to Professor Lois Frankel, Director, School of Industrial Design, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. Telephone: (613) 520-5672; Fax: (613) 520-4455; E-mail: [lois.frankel@carleton.ca](mailto:lois.frankel@carleton.ca); <http://www.d.i.carleton.ca>. Applications will be accepted until January 30, 2006 or until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal people, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **INFORMATION & MEDIA STUDIES** — The Faculty of Western Studies, the Faculty of Information and Media Studies (FIMS) at the University of Western Ontario invites applications for up to two full-time, limited-term appointments at the rank of Lecturer or Assistant Professor for a term of nine months. Deadline for receipt of applications: January 15, 2006 or until position is filled. The position begins September 1, 2006. The successful candidate will teach six half courses per academic year and carry out assigned duties related to teaching and other service within the Faculty. The successful candidate will be able to teach one or more courses at the undergraduate level in such areas as: communication history, media theory, advertising and society, media and culture (e.g., TV/film/popular music/gender studies), video, multimedia, and/or web design. The ability to teach in one of our professional programs (Master of Arts in Journalism or Master's in Library and Information Science) would be an asset. Minimum qualifications are: evidence of excellence in teaching, evidence of scholarly potential, and a PhD in Communications, Media Studies or a related field, or completion of a teaching certificate. The Faculty of Information and Media Studies is a vibrant, expanding unit composed of several full-time faculty members and about 18 non-academic staff. The Faculty is dedicated to the advancement of knowledge about media, communications and information technologies. It currently offers an undergraduate program in Media, Information and Technology (MIT) with an enrolment of about 700 students, as well as an MA in Journalism, a Master's and Doctoral program in Library and Information Science, and an MA/PhD in Media Studies. Information about the Faculty and descriptions of its courses are available at <http://www.fims.uwo.ca>. The University of Western Ontario is a research intensive University of

27,000 full-time equivalent students. Interested candidates are invited to send their curriculum vitae, samples of scholarly work, three letters of reference, and a cover letter outlining their interest in the position by January 15, 2006 to: Dr. Gloria Leckie, Acting Dean, Faculty of Information and Media Studies, North Campus Building, The University of Western Ontario, London, ON, Canada, N6A 5B7. Phone: (519) 861-3542; Fax: (519) 861-3506. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

■ **INFORMATION SYSTEMS ENGINEERING** — Concordia University. Concordia Institute for Information Systems Engineering (CIISE), within the Faculty of Engineering & Computer Science, is seeking applications in the following areas: 1. Quality Systems Engineering: Systems Engineering, Reliability and Risk Assessment, Logistics and Supply Chain Management, Software Engineering and Quality Assurance; 2. Information Systems Security: Systems Security, Network Security, Wireless Security, Operating Systems Security; 3. Critical Infrastructure Protection: Critical Infrastructure, Emergency Response, Disaster Recovery, Image Protection. Applicants must possess a PhD degree in one of the following disciplines: Computer Science, Electrical Engineering, Computer Engineering, Mechanical Engineering, Industrial Engineering, Building Engineering or Civil Engineering. In addition, candidates must possess a strong experience in Information Technology. Successful candidates are expected to provide research and teaching in their respective discipline. In addition to research, duties will include: teaching/developing undergraduate/graduate courses in one or more programs within the University's Faculty of Engineering and Computer Science, Industrial Engineering, and Information Systems Engineering. Successful candidates are expected to be an asset. Concordia Institute for Information Systems Engineering is the first academic research and teaching establishment of its kind in Canada. We are dedicated to multidisciplinary research and training of graduate students in information systems engineering and its applications. The Institute offers master's degrees in Information Systems Security and in Quality Systems Engineering. Outstanding candidates are invited to apply for a tenure-track, full-time position at the Assistant or Associate Professor level with the Concordia Institute for Information Systems Engineering (CIISE). Appointments are expected to commence August 31, 2006. Applications should consist of a letter of interest, curriculum vitae, a list of publications, a statement of research and teaching interests, four publications, as well as the contact information of four referees. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity. Review of applications will continue until positions are filled. Applications should be sent as soon as possible to: Ms. Sheila Anderson, Administrative Assistant, Concordia Institute for Information Systems Engineering (CIISE), Concordia University, 1455 de Maisonneuve Blvd. West, CB-1005, Montreal, Quebec, Canada, H3G 1M8. Tel: 514-848-2424 x3180; Fax: 514-848-3171; e-mail: [director@ciise.concordia.ca](mailto:director@ciise.concordia.ca).



## Vice-Provost and Associate Vice-President (International)

The University of Alberta invites applications and nominations for the position of Vice-Provost and Associate Vice-President (International). Recognized nationally and internationally for educational and research preeminence, the University of Alberta is located in Edmonton, the cultural centre and fast growing capital of the province of Alberta, Canada. The University of Alberta serves more than 35,500 students in more than 200 undergraduate programs and 170 graduate programs.

Reporting to the Provost and Vice-President (Academic), the Vice-Provost and Associate Vice-President (International) is a key member of the President's senior executive team, working in close collaboration with the Vice-Presidents (Research and External) as well as 18 Deans to generate the resources and opportunities to expand and to integrate the University's international programs, linkages, and advancement strategy. As Vice-Provost and Associate Vice-President (International), you will provide strategic leadership to University of Alberta International (UAI) and its team of over 35 professionals. Unique in its creation of UAI as a centralized unit for a wide-ranging array of international activities, the University of Alberta has enhanced its position as a key destination for students from abroad, while at the same time working to impart an international dimension to its teaching, research and community service activities. Through University of Alberta International, the University of Alberta participates in an extensive academic network, with more than 300 active academic and research linkages in 51 countries. For more information please visit [www.international.ualberta.ca](http://www.international.ualberta.ca).

Now is the time to join the University of

Alberta! Excitement and energy abound through the inspiration and leadership of a dynamic new President, a world-renowned reputation for excellence, and a city and province that are enjoying a vibrant economy. The University of Alberta is eminently positioned to be a major player on the international stage. Candidate requirements and further details regarding this exciting career challenge are outlined in the Opportunity Profile, available at [www.daviespark.com](http://www.daviespark.com).

If you have the passion to build upon this strong foundation and play a critical role in furthering the University of Alberta's reputation and profile within the international community, we want to hear from you. Written nominations or applications, accompanied in the latter case by a resume of qualifications and experience and the names of three referees should be submitted in confidence to:

Ms. Elizabeth Hurley  
Partner  
Davies Park Executive  
Search Consultants  
1505 Scotia 2 –  
10060 Jasper Avenue  
Edmonton, Alberta,  
Canada T5J 3R8

**Davies Park**  
Executive Search Consultants

It is preferred that nominations and applications be sent electronically to: [ElizabethH@daviespark.com](mailto:ElizabethH@daviespark.com); however, faxes may be forwarded to (780) 426-2936.

The Committee expects to begin considering candidates in December 2005 and will continue until the position is filled. The appointment will take effect on July 1, 2006, or as soon as possible thereafter.

## DEPARTMENT OF ECONOMICS

### Assistant Professor (Tenure-Track)

The Department of Economics invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor, commencing 1 July 2006 or as soon as possible thereafter.

Applicants should have a PhD or be near completion, and be committed to excellence in teaching and research. Areas of expertise are open but preference will be given to candidates with experience in the fields of microeconomic theory, industrial organization and resource economics. Duties include teaching core theory (at all levels) as well as applied courses within the candidate's specialty at undergraduate and graduate levels. The successful candidate will be active in research and is expected to contribute to the usual array of administrative duties within the department.

The University of Regina has over 12,500 students and is currently in a significant growth phase. Information about the department and its programs is available at [www.econ.uregina.ca](http://www.econ.uregina.ca).

Due date for applications is 16 December 2005. Applicants should submit a covering letter, a curriculum vitae, copies of sample publications and a teaching dossier (if available); and arrange for the forwarding of official transcripts and three letters of reference to: Dr. Thomas Chase, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, Canada S4S 0A2. Fax (306) 585-8368.

E-mail applications will not be accepted. Requests for more detailed information about the position or the department may be addressed to: Dr. Gary Tompkins, Head, Department of Economics, Telephone (306) 585-4153; E-mail: [gary.tompkins@uregina.ca](mailto:gary.tompkins@uregina.ca)

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We value diversity in the workplace.



UNIVERSITY OF  
**REGINA**

University of Regina  
3737 Wascana Parkway, Regina, SK S4S 0A2  
[www.uregina.ca](http://www.uregina.ca)

## Faculty Positions

We have excellent teaching opportunities available in 2006 - 2007.

### University Level Programs

Business Administration & Commerce  
Humanities  
Music  
Nursing  
Science  
Social Sciences  
- Social Psychology and others  
Social Work  
Teacher Education  
Visual Art

### Certificate & Diploma Programs

Early Childhood Development  
Financial Services  
Hospitality and Tourism  
Rehabilitation Services  
Theatre Studies

### Apprenticeship and Technology

Check out our website [www.rdc.ab.ca](http://www.rdc.ab.ca) for our current postings and sign up to be notified of all our future postings.



At Red Deer College we are proud to be...  
growing learning  
living our values

**Making a Difference** - Red Deer College provides you an opportunity to really make a difference in the lives of your students and the people you work with. You will enjoy a positive working environment with small class sizes, dedicated colleagues and an excellent professional development program.

**Being the Best** - At Red Deer College, we are committed to continuing our journey to become the best comprehensive college in Canada. Red Deer College enjoys a top reputation with students, employers, and other colleges and universities: a reputation built on over 40 years of excellence in programs and teaching.

We offer students a diverse selection of programs including degrees, diploma, degree completion, university transfer, certificates and diplomas, academic upgrading, trades and industrial training, distance learning, extension and part-time learning, as well as international learning opportunities.

**Quality of Life** - Our City of Red Deer, located in Central Alberta, is a vibrant community ideally located between Edmonton and Calgary with access to the province's major universities, arts and cultural events, and the Rocky Mountains. Our parks, hiking and biking trails, sports complexes, schools and beautiful outdoor facilities make Red Deer a great place to settle in and call home.

For more information on Red Deer, visit the tourism website at [www.tourismreddeer.net](http://www.tourismreddeer.net)

Human Resources  
Red Deer College  
Box 5005  
Red Deer, Alberta T4N 5H5  
Fax: (403) 342-3161  
Email: [hro@rdc.ab.ca](mailto:hro@rdc.ab.ca)





# CAREERS CARRIÈRES

**J JOURNALISM (RAQIO)** — The University of Western Ontario, The Faculty of Information and Media Studies (FIMS) at the University of Western Ontario invites applications for a full-time, limited term appointment at the rank of Lecturer or Assistant Professor for a term of up to three years. Deadline for receipt of applications: January 15, 2006 or until positions are filled. The position begins July 1, 2006. Salary will be commensurate with previous performance, qualifications and experience in accordance with the Collective Agreement. In this position, you will teach the equivalent of six half courses per academic year, including both one-on-one engagement with students in practical workshop environments as well as delivering lectures on wide-ranging aspects of the theory and practice of radio journalism. You will carry out duties related to committee work and other services within the Faculty but are not expected to engage in research and scholarly publication. Minimum qualifications for this position are: a demonstrated ability to teach successfully at the university level and a Master's degree or equivalent professional experience. A very strong record of professional experience in radio journalism, including both news gathering and documentary work, is essential. Experience in online or new media journalism is a desirable asset. The successful candidate will teach in the MA program in Journalism, helping graduate students with both the practice and the critical analysis of journalism, especially in the radio area of specialization. The successful candidate will also have the ability to teach in the undergraduate program in Media, Information and Technology. The Faculty of Information and Media Studies is a vibrant, expanding unit comprised of some 40 full-time faculty members and about 18 non-academic staff. The Faculty is dedicated to the advancement of knowledge about media, communications and information technologies. It currently offers an undergraduate program in Media, Information and Technology (MIT) with an enrolment of about 700 students, as well as an MA in Journalism, a Master's and Honours program in the Library and Information Science, and an MA/PhD in Media Studies. Information about the Faculty and descriptions of its courses are available at <http://www.fims.uwo.ca>. The University of Western Ontario is a research intensive University of 27,000 full-time equivalent students. Interested candidates are invited to send their curriculum vitae, samples of journalistic work, three names and contact information of references, and a cover letter outlining their interest in the position by January 15, 2006 to: Dr. Gloria Leckie, Chair, Dept. of Information and Media Studies, North Campus Building, The University of Western Ontario, London, ON, Canada, N6A 5B7.

Phone: (519) 663-3542; Fax: (519) 663-3506. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

**K KINESIOLOGY** — University of Waterloo. The Department of Kinesiology at the University of Waterloo invites applications at all academic ranks, including Full Professor, in the areas of Motor Control and Movement Neuroscience. Successful candidates are expected to have a strong portfolio of scholarly research, publication, and effective teaching. In addition to advancing a personal research program, candidates will have the opportunity to work as part of a multidisciplinary team engaged in research in human movement, neuroscience, research opportunities exist not only within the Department of Kinesiology but also within the Faculty of Applied Health Sciences and its multiple health research centres, including the recently established RBG Schlegel-UW Research Institute for Aging. We welcome applicants from all backgrounds and disciplines. The ideal candidate will have a recognized expertise in metabolism and be capable of teaching at the undergraduate level in areas such as biochemistry, metabolism, and muscle physiology, and graduate level metabolism. A research interest/emphasis in aging, genetic basis of health and disease, or the dependence of health on lifestyle determinants is an asset. The Department of Kinesiology is an interdisciplinary department with a broad range of expertise to support its mission to optimize health, to prevent injury and illness, and to extend the years of high quality life through understanding cellular to societal implications of physical activity, nutrition, and lifestyle. The department offers BSc, MSc, and PhD degrees in Kinesiology. Further information about the department can be found at [www.ahs.uwaterloo.ca/kin/home.html](http://www.ahs.uwaterloo.ca/kin/home.html). Applicants should send a covering letter, three names of reference, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, or by Fax: 519-746-6776, or E-mail: [mjg@uwaterloo.ca](mailto:mjg@uwaterloo.ca). The closing date for applications is January 31, 2006 or until filled. The expected start date for the appointment is July 1, 2006. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

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**K KINESIOLOGY** — University of Waterloo. The Department of Kinesiology at the University of Waterloo invites applications at all academic ranks, including Full Professor, in the areas of Motor Control and Movement Neuroscience. Successful candidates are expected to have a strong portfolio of scholarly research, publication, and effective teaching. In addition to advancing a personal research program, candidates will have the opportunity to work as part of a multidisciplinary team engaged in research in human movement, neuroscience, research opportunities exist not only within the Department of Kinesiology but also within the Faculty of Applied Health Sciences and its multiple health research centres, including the recently established RBG Schlegel-UW Research Institute for Aging. We welcome applicants from all backgrounds and disciplines. The ideal candidate will have a recognized expertise in metabolism and be capable of teaching at the undergraduate level in areas such as biochemistry, metabolism, and muscle physiology, and graduate level metabolism. A research interest/emphasis in aging, genetic basis of health and disease, or the dependence of health on lifestyle determinants is an asset. The Department of Kinesiology is an interdisciplinary department with a broad range of expertise to support its mission to optimize health, to prevent injury and illness, and to extend the years of high quality life through understanding cellular to societal implications of physical activity, nutrition, and lifestyle. The department offers BSc, MSc, and PhD degrees in Kinesiology. Further information about the department can be found at [www.ahs.uwaterloo.ca/kin/home.html](http://www.ahs.uwaterloo.ca/kin/home.html). Applicants should send a covering letter, three names of reference, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, or by Fax: 519-746-6776, or E-mail: [mjg@uwaterloo.ca](mailto:mjg@uwaterloo.ca). The closing date for applications is January 31, 2006 or until filled. The expected start date for the appointment is July 1, 2006. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

ished and renowned leader in the field with academic programs at the undergraduate, masters and doctoral levels. The school is home to a number of specialized research and training centres including: the International Centre for Olympic Studies; the Fowler-Kennedy Sport Medicine Clinic and the Exercise & Pregnancy Laboratory. In addition to the School's many research centres, numerous options for collaboration exist within the Faculty of Health Sciences and the University of Western Ontario. Further information on the School of Kinesiology and the Faculty of Health Sciences is available at [www.uwo.ca/fhs](http://www.uwo.ca/fhs). Candidates must have familiarity with various motor control theories and strong quantitative skills in methodologies typically used in motor control research. This knowledge and skill will be evident in a record of scholarly publications. Candidates must also provide evidence of an interest in collaborative research from all backgrounds and disciplines: a) evidence of experience and skill in teaching, b) knowledge of both normal and abnormal motor control, c) a lifespan perspective on motor control and motor control issues, d) held grant support, and e) experience supervising graduate students. The successful candidate will satisfactorily teaching load equally between Kinesiology and the Bachelor of Health Sciences Program. The effective date of the appointment is July 1, 2006. Interested applicants should send a curriculum vitae, documents supporting qualifications, and the names, addresses, and contact information for three referees to: Dr. Alan Salmon, Director, School of Kinesiology, 2200 Guelph Line, 3rd Floor, Faculty of Health Sciences, The University of Western Ontario, London, Ontario, N6A 3K7, <http://www.uwo.ca/fhs/>. The deadline for receipt of applications is January 3, 2006. Please quote Number HS 050 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

**L LANGUAGE TESTING** — University of Alberta. The Faculty of Extension at the University of Alberta welcomes applications for a tenure-track appointment at the rank of Assistant Professor from exceptional candidates with research interests and experience in Language Testing. To achieve our mission to contribute responsibly to social and individual betterment and to exemplify the ideals of a civil society, the Faculty of Extension is strengthening its excellence in key areas of scholarship and programming. The faculty member will undertake a program of research in second language testing, be responsible for test design, item development, field testing, statistical analysis



## Faculty of Engineering and Design

Teaching and research in the Faculty of Engineering and Design at Carleton University have a distinguished record of advancing innovations, creating new enterprises in Canada and abroad, and contributing to excellence in many engineering and design practices. We place strong emphasis and priority on integrating concepts and results of advanced research with the education and learning experience we provide to our students at both undergraduate and post-graduate levels. Research in the Faculty is continually evolving and expanding into new spheres that include urban development and environmental sustainability, biomedical devices, opto-electronics, transportation and construction safety, advanced information networks, interactive multimedia design, intelligent computer systems and robotics, human machine interface factors, design in cultural context, and materials science: all areas of research supported by our multidisciplinary approach in which our leading researchers work closely with their colleagues in various specializations in sciences and humanities.

We currently have openings in the following areas:

- At the Assistant or Associate Professor level:
  - School of Industrial Design
  - Structural Engineering, Department of Civil and Environmental Engineering
  - Canada Research Chair (Tier 2), Environmental Risk Management, Department of Civil and Environmental Engineering
- At the Assistant Professor level:
  - Telecommunications Technology Management, Department of Systems and Computer Engineering
  - Biomedical Engineering, Department of Systems and Computer Engineering
  - School of Industrial Design

Details of some of these positions may be found in the individual advertisements in this edition of the CAUT Bulletin or visit our Web site at [carleton.ca/facultyrecruitment](http://carleton.ca/facultyrecruitment) to view details on all of the above positions.

Carleton University is a dynamic research and teaching institution dedicated to achieving the highest standards of scholarship. Located in Ottawa, Ontario, Carleton takes full advantage of the outstanding resources found in the nation's capital and has earned itself a reputation as one of Canada's foremost universities in many areas of study. With 800 full-time faculty, 1,250 teaching assistants, and 915 administrative staff supporting nearly 23,000 students, including some 3,000 graduate students, Carleton offers a vibrant work and learning community. Its operating budget for 2004-2005, exclusive of ancillary operations, was \$240 million. Sponsored research income reached \$75 million in 2004.



Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

[carleton.ca/facultyrecruitment](http://carleton.ca/facultyrecruitment)

## UNIVERSITY OF REGINA

### Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 1,200 faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We value diversity in the workplace.

#### FACTUITY OF ARTS

**DEPARTMENT HEAD POSITIONS (TENURE-TRACK)**  
In the Department of Political Science and in the School of Journalism

**TENURE-TRACK POSITIONS**  
In the Departments of Economics, Geography, History, Justice Studies, Psychology, Sociology & Social Studies, and in the School of Journalism

**TERM POSITIONS**  
In the Departments of Geography, and Religious Studies

#### FACTUITY OF EDUCATION

**TENURE-TRACK POSITIONS**  
In the areas of Educational Psychology (2 positions), French Immersion Education, and Reading Education

#### FACTUITY OF ENGINEERING

**TENURE-TRACK POSITIONS**  
In the areas of Software Systems Engineering, Industrial Systems Engineering (and/or Engineering Management), and Environmental Systems Engineering (in Infrastructure Systems Engineering)

#### FACTUITY OF FINE ARTS

**TENURE-TRACK POSITIONS**  
In the Department of Visual Arts

**TERM POSITIONS**  
In the Department of Media Production & Studies

#### FACTUITY OF KINESIOLOGY & HEALTH STUDIES

**TENURE-TRACK POSITION**  
In the areas of Adapted Physical Activity and/or Therapeutic Recreation

#### FACTUITY OF SCIENCE

**TENURE-TRACK POSITIONS**  
In the Department of Physics and in the Department of Mathematics and Statistics

For detailed descriptions on these positions, please visit [www.uregina.ca/hr/recruitment](http://www.uregina.ca/hr/recruitment)



UNIVERSITY OF  
REGINA

University of Regina  
3737 Wascana Parkway, Regina, SK S4S 0A2  
[www.uregina.ca](http://www.uregina.ca)



## University of Saskatchewan Assistant/Associate Professor Neuroscience Department of Physiology College of Medicine

We invite applications for a tenure-track position at the level of Assistant or Associate Professor.

Candidates must have a Ph.D. or M.D. and post-doctoral experience. He or she must have demonstrated excellence in research in regulatory and integrative Physiology with particular emphasis on neural systems or plasticity. The successful applicant will be expected to join the Neural Systems and Plasticity Research Group and to develop a strong externally funded research program. A competitive start-up package is available. The successful candidate will be encouraged to submit an application to the Canadian Foundation of Innovation (CFI). She or he will contribute to the teaching of undergraduate students, within the proposed School of Biomedical Sciences and to the supervision of graduate students.

The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Please send curriculum vitae and the names of three references by January 15th, 2006 to:

Dr. Wolfgang Walz  
Head of Physiology, College of Medicine  
University of Saskatchewan  
107 Wiggins Road, Saskatoon SK S7N 5E5 Canada  
Email: [wol6@sask.usask.ca](mailto:wol6@sask.usask.ca)  
Fax: (306) 966-6532



## CAREERS CARRIÈRES

and test documentation activities for new and existing tests, both for second language students within the Faculty's English Language Program and for external clients, teach Language Testing at the University of Alberta. The University of Alberta is one of the leading research-intensive universities in Canada, consistently rated at the top in independent surveys of research and student success, innovation, and learning resources. The Faculty of Extension has a strong mandate with responsibility for continuing education and university outreach, serving adult learners whose needs are not met through traditional university programming. With 120 staff, 14 of which are tenure-track academic appointments, an annual gross budget of approximately \$13 million, and annual student registration count of approximately 13,000, the Faculty offers a diverse range of cost-effective credit and non-credit programs and services. These include a graduate degree in communications and technology, approximately 30 credential-bearing programs in continuing professional development and personal enrichment, specialized online learner services, as well as research and education services. Inter- and multi-disciplinary research is encouraged, as is teaching collaboration with other faculties.

Through its 93-year history, our Faculty has achieved an exemplary record of university continuing education. Reporting to the Dean, faculty members are involved in expanding current offerings and in creating new non-credit, certificate, and diploma credit programs of study that respond to emerging needs. Existing and new program possibilities are addressed through research, production, and delivery of innovative and flexible learning opportunities. Faculty members also are engaged in the acquisition of external resources to support research, development, delivery and evaluation of programming. In addition, members of the tenure-track academic staff are expected to publish, teach, work with graduate students, and contribute to the academic mission of the Faculty at the regional, national and international levels. Candidates should bring a high level of entrepreneurial enthusiasm and commitment to these positions. Faculty members work collaboratively with the post-secondary sector in Alberta through Campus Alberta and other initiatives with an interest in new models of research and academic programming. Qualified candidates with a doctorate in an appropriate field, who have expertise in designing tests, a strong record of research, and demonstrated ex-

cellence in teaching, as well as the ability to engage and serve the University community, should submit their curriculum vitae and the names of three referees by January 31, 2006 to Dean Cheryl McWaters, Faculty of Extension, University of Alberta, Edmonton, AB T6C 2T4. Dean McWaters is pleased to provide further information on these positions and may be contacted at (780) 492-2681 or by email [cheryl.mcwaters@ualberta.ca](mailto:cheryl.mcwaters@ualberta.ca). Successful applicants will receive a competitive salary commensurate with their experience and an excellent benefits plan, including relocation assistance. We thank all applicants, however, only those selected for an interview will be contacted. Information on the Faculty of Extension can be found at [www.extension.ualberta.ca](http://www.extension.ualberta.ca) and further information for interested applicants at <http://www.extension.ualberta.ca/faculty/employment-info.aspx>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **LANGUAGES & LINGUISTICS** – University of Saskatchewan. The Department of Languages and Linguistics at the University of Saskatchewan invites applications for a tenure-track appointment at a senior level for the position of Department Head, effective July 1, 2006. The University of Saskatchewan is a leading Canadian medical-doctoral research university with thirteen colleges and an extensive array of programs. Its College of Arts & Science is the largest at the University and is its historic intellectual core. Within the College, the Department of Languages & Linguistics is committed to renewal and transformation, and to the development of innovative research and teaching programs in support of the University's strategic directions (see [http://www.usask.ca/space/intergrated-planning/plan/docs/strategic\\_directions.pdf](http://www.usask.ca/space/intergrated-planning/plan/docs/strategic_directions.pdf)). With a present complement of eight tenure faculty, the Department is a multidisciplinary unit housing a wide variety of undergraduate programs in French, Spanish, German, Russian, Comparative Literature, and Linguistics. It also runs a variety of internationalization initiatives, exchanges and study abroad programs. The Department of Languages and Linguistics is seeking a dynamic and versatile individual who will provide leadership in

the renewal of its undergraduate programs, the development of graduate and research programs, and participation in international initiatives. The Head is responsible for leadership of the Department, including strategic planning, academic development, advancement activities, linkages with the broader community, and effective use of the Department's financial, administrative, and human resources. Knowledge or expertise in additional areas of language taught by the Department would be considered a valuable asset. Experience or an interest in an interdisciplinary approach to research would be highly desirable. Candidates are asked to submit their curriculum vitae and arrange to list three current letters of reference to be sent directly to: Dr. Peter Storch, Associate Dean, Humanities and Fine Arts, College of Arts and Science, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK S7N 5A5. The closing date for applications is January 15, 2006. For more information about the University of Saskatchewan, you may visit our website at <http://www.usask.ca> or email the Associate Dean at [peter.storch@usask.ca](mailto:peter.storch@usask.ca). The University of Saskatchewan is committed to employment equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to identify themselves on their applications. All qualified candidates are invited to apply; however, Canadians and permanent residents will be given priority.

encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **LAW – University of Saskatchewan.** The College of Law at the University of Saskatchewan is seeking candidates for up to three tenure-track positions for appointment on July 1, 2006. While applications are invited from those with an interest in all areas of public and private law, the College has a particular interest in candidates with expertise in Property, Resources Law and Commercial Law. As part of its revitalization, the College is seeking to reinforce its commitment to specialized areas identified in its Integrated Plan of which Property, Resources Law and Commercial Law are recognized strengths. More information on the College and on its strategic direction for the coming years can be found on the Web site at [www.usask.ca/law/](http://www.usask.ca/law/) or from Dean Brent Cotter at [brent.cotter@usask.ca](mailto:brent.cotter@usask.ca). The College is also seeking candidates with up to six years' experience in teaching and research, with a particular emphasis on Aboriginal Law for the position of Canada Research Chair (Tier 2). This position is subject to budgetary approval by the University, and would commence on July 1, 2006. The College of Law has a long and distinguished history of legal education and scholarship. The College has recently commenced a program of dynamic growth and revitalization. This process builds upon a strong teaching and research foundation in a highly collegial environment. The main elements of this process of growth and revitalization are the significant expansion of our faculty complement, the development of a state-of-the-art student services and the planning of a significant addition to, and modernization of, the physical premises that comprise the College of Law. New faculty members will play a significant role in this revitalization. Candidates will have completed, or be in the process of completing, a Master's or doctoral degree in law or equivalent graduate qualification and have demonstrated proficiency and promise in legal scholarship. Appointments are anticipated to be at the Assistant or Associate Professor level. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The College will begin considering applications in November 2005. A letter of application, accompanied by a curriculum vitae, a sample of academic writing, academic transcripts and letters from three academic referees, should be sent to: Dean W. Brent Cotter, Q.C., College of Law, 15 Campus Drive, Saskatoon, Saskatchewan, S7N 5A6. Telephone: (306) 966-5930; Fax: (306) 966-5900. The University offers a competitive compensation program as well as an attractive benefits package. We appreciate the interest of all applicants, however, only those individuals selected for an interview will be contacted. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities



## HÔPITAL GÉNÉRAL JUIF – SIR MORTIMER B. DAVIS SIR MORTIMER B. DAVIS – JEWISH GENERAL HOSPITAL

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### Director Lady Davis Institute for Medical Research

The Lady Davis Institute (LDI) is considered as one of Canada's premiere biomedical research facilities. Fully affiliated with McGill University, the LDI currently occupies 200,000 sq. ft. of research space including 60,000 sq. ft. of new construction. The research staff presently consists of 75 principal investigators, as well as 250 graduate students and research fellows. Current fields of research interest include Cancer, Cardiovascular disease, HIV/AIDS, Aging, Psychosocial studies, Clinical Epidemiology and Endocrinology.

The LDI is currently searching for a Director. The successful applicant will have a strong academic research background, proven leadership and management skills, and will be eligible for appointment as a Full Professor at McGill. Applications and nominations should be forwarded prior to **January 31, 2006** to:

Dr. Samuel O. Freedman  
Chair, Search Committee for a Director of Research  
Sir Mortimer B. Davis – Jewish General Hospital  
3755, Côte Ste-Catherine Road, Suite B-115  
Montreal, Quebec H3T 1E2 CANADA

All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

### Directeur Institut de recherche Lady Davis

L'Institut de recherche Lady Davis de l'Hôpital Général Juif est reconnu comme l'un des meilleurs aménagements pour la recherche biomédicale au Canada. Affilié à l'Université McGill, l'Institut occupe actuellement 200 000 pieds carrés pour la recherche incluant 60 000 pieds carrés de nouvelle construction, avec 75 chercheurs et 250 étudiants diplômés et chercheurs « fellows ». Les axes majeurs de recherche sont: le Cancer, les maladies cardiovasculaires, le SIDA, la Génétique, l'Epidémiologie clinique et les aspects psychosociaux liés aux maladies chroniques.

L'Institut de recherche Lady Davis est à la recherche d'un Directeur. Les candidats retenus auront à leur actif une excellente expérience de recherche, un dossier académique exceptionnel dans l'une des spécialités exhaustivement mentionnées, une habileté de diriger une unité académique d'envergure ainsi qu'un potentiel d'élaboration de recrutement comme professeur à McGill. Un curriculum vitae pourra être acheminé, avant le **31 janvier 2006** à l'attention de: Dr. Samuel O. Freedman, Comité de recrutement pour un Directeur, Hôpital Général Juif – Sir Mortimer B. Davis, 3755, Côte Sainte-Catherine, Suite B-115, Montréal (Québec) H3T 1E2 Canada

Tous les candidats qualifiés sont encouragés à appliquer. Les ressortissants Canadiens et les résidents permanents au Canada seront prioritaires. L'Université McGill est soumise à l'équité sexuelle.

## Tenure-Track Faculty Positions Faculty of Education

Recognized as a leader in innovative education, Mount Saint Vincent University (MSVU) is a dynamic, challenging and welcoming environment. Our reputation for academic excellence, individual attention to learners and distinctive programs in the liberal arts, sciences, education and professional fields attract outstanding faculty, staff and students from across Canada and abroad. Founded on a commitment to the education of women, MSVU builds on this heritage to create an intellectual and social climate that promotes gender equity, inclusiveness and diversity.

Along with strategic academic directions including academic excellence, internationalization and facilitating technological innovation, MSVU strives to be in the vanguard of distributed learning course offerings and delivery modes. Distance learning courses are offered to students in Canada and around the world via televised and web-based course offerings.

MSVU is seeking scholars for tenure-track appointments at the Assistant Professor level commencing **July 1, 2006** in the Faculty of Education. Workload for all positions includes research, teaching and collegial service. Applicants should hold a doctorate in an appropriate field or be near completion of their degree. Evidence of research competency is required. Teaching experience at the university level would be an asset. Salary and benefits are in accordance with the MSVU Collective Agreement. All positions are subject to final budgetary approval.

The Faculty of Education at MSVU is the largest education program in Nova Scotia, with more than 30 full-time faculty and 10 support positions. In addition to BEd and Graduate programs on campus, the Faculty offers distance and international programs. (for more information, visit [www.msvu.ca/education](http://www.msvu.ca/education)). Increased external funding for research projects and off-campus programs supports a vibrant environment for research and scholarship. We are searching for new colleagues in these five research areas.

The successful candidates will be expected to teach graduate and BEd courses and maintain an active research program in their field of expertise. Preference will also be given to candidates who have experience both in schools and in university teaching.

### Science Education

The successful candidate should possess a doctoral degree in science education and demonstrated research capabilities in that field. Knowledge of the integration of technology into the teaching of science is a definite asset. An active program of research and professional outreach in the area of science education is required.

### Social Studies Education

The successful candidate should possess a doctoral degree in social studies education or a PhD in a related content field (history/geography/economics) and have demonstrated research capabilities in social studies education. Knowledge of the integration of technology into the teaching of social studies (e.g., GPS, ArcView) is a definite asset, as is experience in curriculum development and design. An active program of research and professional outreach in the area of social studies education is required.

### Quantitative Research and Evaluation

The successful candidate should possess a doctoral degree in education or a related field, with demonstrated research capabilities in the areas of measurement, evaluation, quantitative research (both experimental and non-experimental) and alternative assessment. Experience working with graduate students on research design and thesis supervision is a definite asset. Preference will be given to candidates with experience working with or leading collaborative research teams.

Applications should include a statement of research and teaching interests, curriculum vitae and the names and contact information for three references. Send applications to the Faculty of Education, Mount Saint Vincent University, 166 Bedford Highway, Halifax, NS, B3M 2Y6; attention Stephanie Mills, Administrative Assistant to the Dean of Education or by email to [stephanie.mills@msvu.ca](mailto:stephanie.mills@msvu.ca). The Faculty will begin considering applications on **January 9, 2006**. All positions will remain open until filled.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadians and permanent residents.

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# CAREERS CARRIÈRES

levels, supervising undergraduate and graduate student research, establishing a viable and efficient funding mechanism and providing service to the Department. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples and people with disabilities. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MECHANICAL ENGINEERING (THERMODYNAMICS)** – University of Alberta. The Department of Mechanical Engineering at the University of Alberta invites applications for one or more faculty positions in the area of Thermodynamics at the Assistant Professor (tenure-track) or Associate Professor (tenured) levels commencing July 2006. Salary and rank will be commensurate with qualifications and experience. As part of the Department's dynamic expansion, applications are encouraged from candidates in established fields such as fluid mechanics and thermodynamics, as well as in emerging areas in Mechanical Engineering and Interdisciplinary studies within engineering, the physical and life sciences or medicine which complement the existing strengths of the Department. Candidates with keen interests in industrial collaboration are asked to highlight potential strengths. Candidates must hold a PhD in Mechanical Engineering or related Engineering discipline or expect to receive one before April 1, 2006. The successful candidate will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally-funded research program, and assist in the administrative duties of the Department and Faculty. Successful candidates will be expected, in due course, to register as a professional engineer with the Association of Professional Engineers, Geologists and Geophysicists of Alberta (APPEGA). The University of Alberta, founded in 1908, is one of Canada's foremost research-intensive universities, with more than \$415 million in external research funding for 2004-05. The University has approximately 26,600 undergraduate and 5,800 graduate students. The Faculty of Engineering has an undergraduate program in the top 5 percent, by size, of North American engineering faculties and schools, having over 3200 undergraduate and 1100 graduate students. The Department of Mechanical Engineering, which offers BSc, MEng, MSc, and PhD programs, has more than 600 undergraduate and around 200 graduate students. The Department has 29 full-time faculty members, with plans to expand to 36. The University is centrally located, near downtown Edmonton, on the banks of the North Saskatchewan River. The Greater Edmonton area has a population of over one million people, and offers a diverse array of cultural and sporting activities year round, which have earned Edmonton the nicknames of Festival City and City of Champions. The city has one of the lowest costs of living in Canada. Only a few hours drive west are the Rocky Mountain National Parks of Jasper and Banff, which provide some of the finest skiing, hiking, cycling, camping, backpacking, and fishing in the world. For additional information, see [www.engineering.ualberta.ca/mec](http://www.engineering.ualberta.ca/mec), [www.ualberta.ca](http://www.ualberta.ca), and [www.edmonton.ca](http://www.edmonton.ca). Interested candidates should send a curriculum vitae, contact information for at least three references, a statement of current and future research interests, and three samples of your publications most relevant to current research interests to: Prof. Larry W. Kostuk, Chair, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, T6G 2G8. Fax: (780) 492-2000. Email: [larry.kostuk@ualberta.ca](mailto:larry.kostuk@ualberta.ca). The Selection Committee will begin to review applications on January 15, 2006, but the search will remain open until suitable candidates have been appointed. All qualified candidates will be given priority; however, Canadian citizens and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MECHANICAL ENGINEERING (SOLID MECHANICS)** – University of Alberta. The Department of Mechanical Engineering at the University of Alberta invites applications for one or more faculty positions in the area of Solid Mechanics at the Assistant Professor (tenure-track) or Associate Professor (tenured) levels commencing July 2006. Salary and rank will be commensurate with qualifications and experience. As part of the Department's dynamic expansion, applications are encouraged from candidates in established areas of solid mechanics and mechanics of materials, as well as in emerging areas of Mechanical Engineering and interdisciplinary studies within engineering, science or medicine which complement the existing strengths of the Department. Candidates with keen interests in industrial collaboration are asked to highlight potential strengths. Candidates must hold a PhD in Mechanical Engineering or related Engineering discipline or expect to receive one before April 1, 2006. The successful candidate will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally-funded research program, and assist in the administrative duties of the Department and Faculty. Successful candidates will be expected, in due course, to register as a professional engineer with the Association of Professional Engineers, Geologists and Geophysicists of Alberta (APPEGA). The University of Alberta, founded in 1908, is one of Canada's foremost research-intensive universities, with more than \$415 million in external research funding for 2004-05. The University has approximately 26,600 undergraduate and 5,800 graduate students. The Faculty of Engineering has an undergraduate program in the top 5 percent, by size, of North American engineering faculties and schools, having over 3200 undergraduate and 1100 graduate students. The Department of Mechanical Engineering, which offers BSc, MEng, MSc, and PhD programs, has more than 600 undergraduate and around 200 graduate students. The Department has 29 full-time faculty members, with plans to expand to 36. The University is centrally located, near downtown Edmonton, on the banks of the North Saskatchewan River. The Greater Edmonton area has a population of over one million people, and offers a diverse array of cultural and sporting activities year round, which have earned Edmonton the nicknames of Festival City and City of Champions. The city has one of the lowest costs of living in Canada. Only a few hours drive west are the Rocky Mountain National Parks of Jasper and Banff, which provide some of the finest skiing, hiking, cycling, camping, backpacking, and fishing in the world. For additional information, see [www.engineering.ualberta.ca/mec](http://www.engineering.ualberta.ca/mec), [www.ualberta.ca](http://www.ualberta.ca), and [www.edmonton.ca](http://www.edmonton.ca). Interested candidates should send a curriculum vitae, contact information for at least three references, a statement of current and future research and teaching interests as well as a specific research area, and three samples of your publications most relevant to current research interests to: Prof. Larry W. Kostuk, Chair, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, T6G 2G8. Fax: (780) 492-2000. Email: [larry.kostuk@ualberta.ca](mailto:larry.kostuk@ualberta.ca). The Selection Committee will begin to review applications on January 15, 2006, but the search will remain open until suitable candidates have been appointed. All qualified candidates will be given priority; however, Canadian citizens and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

of Windsor, Windsor, Ontario, N9B 3P4, Ph: 519-253-3000 ex. 2796, Fax: 519-973-3634, email: [souris@uwo.ca](mailto:souris@uwo.ca). Information on the University of Windsor or the City of Windsor, contact Professor Brian Mayer, Director, Faculty Recruitment at 877-665-6609 (toll free) or [recruit@uwo.ca](mailto:recruit@uwo.ca).

■ **MUSIC** – University of Prince Edward Island. The Department of Music at the University of Prince Edward Island is seeking a dynamic, music educator to provide leadership in its music education programme. The programme is central to the department and the successful candidate will work with Island school teachers to advance music education provincially. Accordingly, applications are invited for a tenure track appointment, commencing July 1, 2006. Salary and rank are dependent on qualifications and experience. This position is subject to budgetary approval. Teaching duties in UPEI's undergraduate music program will include the instruction of courses in Elementary Music Education, Philosophies of Music Education, Teaching Internship, and Aural Skills. Additional teaching duties based on the strengths of the successful candidate will be assigned. Secondary strengths in at least one of the following areas would be an asset: music theory, composition, music history, and choral conducting. Qualifications: Doctorate or ABD preferred and teaching experience at the post-secondary level. Send letter of application, Curriculum Vitae, a one page Statement of Teaching Philosophy, and three current letters of reference to: Dr. Gregory B. Irvine, Chair, Department of Music, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE, C1A 4P3. E-Mail: [grivne@upei.ca](mailto:grivne@upei.ca); Deadline: January 9, 2006. The University of Prince Edward Island encourages applications from qualified men and women, including members of visible minorities, Aboriginal people and persons with disabilities, in accordance with Canadian Immigration requirements. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **MUSIC (VOICE)** – Brandon University. The School of Music, Brandon University is a leader in providing high quality education to some 3000 full and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning, outreach programs, in a personalized learning environment. The School of Music, Brandon University, invites applications for a professor of voice, to teach and supervise in a probationary, tenure-track position in voice (subject to budget approval). Responsibilities will be primarily in the area of voice instruction. Other duties will be assigned in areas relevant to the successful candidate's research.

[www.yorku.ca](http://www.yorku.ca)

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

## Osgoode Hall Law School

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### HEAD OF PUBLIC SERVICES

Reporting to the Chief Law Librarian, the Head of Public Services will provide leadership within the Department, and oversee the areas of Reference, Circulation, ILL and Reserve. As a dedicated team member, the Head of Public Services will plan and develop services within the Library, assist with collection development, participate in professional leadership initiatives, and play a key role in setting goals and developing policies. The successful candidate will possess an ALA-accredited master's degree in Library Science or an equivalent library science education (at least three years since graduation), and an LLB or an equivalent legal education.

### REFERENCE LIBRARIAN

Reporting to the Head of Public Services, the incumbent will provide reference assistance to users of the Law Library, and participate in legal research instructional programs by teaching basic legal research in the first-year introductory program, and, possibly, teaching a section of a topical legal research short course, as well as participating in the teaching of advanced legal research courses. In addition, the incumbent will be responsible for creating and maintaining research guides, performing collection development duties for print, electronic and Internet resources, preparing bibliographies, library exhibits and other current awareness services, participating in developing content, and maintaining the Library's website, and participating in library planning, committees and task forces. The successful candidate will possess an ALA-accredited master's degree in Library Science (graduation within the last eight years) or an equivalent library science education, and an LLB or an equivalent legal education.

For complete position details, qualifications and application procedures, visit [www.yorku.ca/acadjobs/](http://www.yorku.ca/acadjobs/) and click on 'academic positions'.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/acadjobs/](http://www.yorku.ca/acadjobs/) or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority for all positions.



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## Arts et sciences

La Faculté des arts et des sciences sollicite des candidatures pour :

- Deux postes de professeur ou professeur adjoint > au rang d'adjoint, à l'École de criminologie, dont un dans le domaine de la criminologie clinique et l'autre dans le champ de la criminologie : criminologie développementale; femmes et questions criminelles; politiques pénales.
- Un poste de professeur ou professeur adjoint > au rang d'adjoint ou d'agrégé, à l'École de criminologie, pour enseignement et recherche dans le champ de la criminologie et enseignement au programme interdisciplinaire de doctorat en sciences humaines appliquées.
- Un poste de professeur ou professeur adjoint > au rang d'adjoint ou récemment agrégé, au Département de géographie, en sciences de l'information géographique.
- Deux postes de professeur ou professeur adjoint > au rang d'adjoint, au Département de linguistique et de traduction, en traduction générale vers l'anglais ou en traduction générale ou spécialisée vers le français.
- Un poste de professeur ou professeur adjoint > au rang d'adjoint, au Département de mathématiques et de statistique, en mathématiques (avec priorité en probabilités ou en biomathématiques).
- Un poste de professeur ou professeur adjoint > au rang d'adjoint ou récemment agrégé, au Département de mathématiques et de statistique, en statistique.
- Deux postes de professeur ou professeur adjoint > au rang d'adjoint, au Département de philosophie, dans l'un ou l'autre des domaines suivants : philosophie médiévale, philosophie moderne ou philosophie continentale (XIX-XX<sup>e</sup> siècles).
- Un poste de professeur ou professeur adjoint > au rang d'adjoint, à l'École de psychoéducation, dans le domaine de l'adaptation psychosociale chez les adolescents.
- Un poste de professeur ou professeur adjoint > au rang d'adjoint, au Département de science politique, en relations internationales ou en politique comparée.

Dates d'entrée en fonction : Après le 1<sup>er</sup> juin 2006 (sous réserve d'approbation budgétaire).

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'université soutient à un programme d'accès à l'égalité dans l'emploi pour les femmes, les minorités visibles et ethniques, les autochtones et les personnes handicapées.

Pour les plus amples informations, veuillez consulter notre site web : [www.fas.umontreal.ca](http://www.fas.umontreal.ca).





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interests and expertise. Vocal pedagogy, vocal literature and/or direction of the opera studio may form part of the teaching load. A completed or nearly completed doctorate is preferred, along with substantial professional performing and teaching experience. Rank and Salary: commensurate with qualifications and experience. Start Date: August 1, 2006 Deadline for Applications: January 13, 2006 or until the position is filled. Please send a letter of application, including a CV, CD or Video/DVD and names/addresses of three referees to: Dr. Glen Cornilliers, Dean, School of Music, Brandon University, Brandon, Manitoba, R7A 6A9.

## N

**■ NANOTECHNOLOGY ENGINEERING — University of Waterloo.** The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (<http://www.nanotech.uwaterloo.ca>). The initiative is a cross-disciplinary

partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applicants are invited from excellent candidates in the fields of nanoscience and nanotechnology with emphasis in the areas of nanoelectronics (e.g. quantum structures, molecular electronics, micro/nano instruments (e.g., nanoscale spectroscopy, lithography), nanosystems (e.g., nanomechanics, biomaterials), and nanomaterials (e.g., nanocrystals, nano-engineered membranes). The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary

environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching facilities are being established across the university, including a new building complex with laboratories for nanoscale research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada; email: [necareers@nanotech.uwaterloo.ca](mailto:necareers@nanotech.uwaterloo.ca). With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 12th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. Candidates targeting the Engineering departments are expected to become eligible for Professional Engineering registration in Ontario.

**■ NEUROSCIENCE — McGill University.** The Department of Psychology of McGill University seeks applications for a tenure-track position at the Assistant Professor level in Behavioral Neuroscience. Our current strengths within this broad domain are in the areas of vision, learning and memory, the psychopharmacology of reward and reinforcement, and the biological basis of pain. Applications in areas of Behavioral Neuroscience are encouraged to apply. The Department has excellent facilities for interdisciplinary research through its links with related academic departments and research units in the McGill University Health Centre including the Montreal Neurological Institute. Consideration of applications will begin November 15, 2005 and continue until an appointment is made. Applicants should present evidence of the ability to establish a record of significant, externally funded research productivity. All applicants are expected to have an aptitude for undergraduate and graduate teaching. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. A curriculum vitae, description of current and proposed areas of research, selected reprints of published or in press research articles, a description of areas of teaching competency, interest, and approaches, and other relevant material should also be sent to: Chair, Behavioral Neuroscience Search Committee, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada, H3A 1B1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. McGill University is committed to employment equity. **■ NEW MEDIA (DESIGN) — University of Lethbridge.** The University of Lethbridge, Faculty of Fine Arts, Department of New Media invites applications for a three year term position (with the possibility of conversion to tenure track) as Assistant Professor of New Media (Design) with emphasis on Web and Graphic Design, effective July 1, 2006, and subject to Board of Governors' approval. For more information and application procedures, please see our website [www.uleth.ca/ifa](http://www.uleth.ca/ifa) and click on "employment".

**■ ORGANIZATIONAL BEHAVIOUR — University of Waterloo.** The Department of Management Sciences at the University of Waterloo invites applications for a tenure-track/tenured faculty position at the Assistant, Associate or Full Professor level in Organizational Behaviour. We seek an individual with a PhD in Organizational Behaviour, Social Psychology, Industrial/Organizational Psychology, Sociology or related field, who is capable of research, teaching and graduate student supervision related to behaviour in organizations. Empirical or theoretical researchers with a strong theoretical foundation and broad research interests are preferred. The Department of Management Sciences is an interdisciplinary group of researchers in the Behavioral Sciences, Economics, Information Systems, and Operations Research located within the Faculty of Engineering. The Department encourages collaboration across disciplines and with colleagues from other departments at the University of Waterloo. Current research by faculty members in Organizational Behaviour ranges from experimental work on decision making, knowledge representation and problem solving, to field studies of organizational innovation, technological change and the implications of information technology in organizations. A complete description of the Department of Management Sciences can be found in the department Web site at: <http://www.mgmt.uwaterloo.ca/>. UW is a Canadian leader in research, and prides itself on close cooperation with industry through its coop programs, research contracts and technology transfer. The Waterloo region is a major industrial centre, with a burgeoning high-tech sector including many "spin-off" companies from research at the University of Waterloo. Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Canada's largest city, Toronto, and to numerous outdoor and indoor recreational activities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from women, members of visible minorities, native people, and persons with disabilities. Salary will be competitive and commensurate with qualifications and experience. Please send a detailed Curriculum Vitae (including a summary of research and teaching interests), a list of courses taken at the doctoral level (for recent PhDs), one or more unpublished or published research papers, and names and addresses of at least three referees to: Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be evaluated as they are received, and will be accepted until the position is filled. Please direct e-mailed applications to: [inquiries@manager.uwaterloo.ca](mailto:inquiries@manager.uwaterloo.ca).



## Faculty of Arts and Social Sciences

The Faculty of Arts and Social Sciences offers 30 areas of studies at the graduate and undergraduate levels and attracts world-class scholars renowned for their cutting-edge research and influential writings. Our goal is to create a learning community in which students at all levels, and their faculty mentors, can engage in the pursuit of knowledge across and between a broad range of disciplines in the arts, humanities, and social sciences. Students are offered a wide variety of courses and programs including our innovative ArtsOne initiative which allows students to take courses together, around one theme, with the same instructors who co-ordinate their academic work. We offer faculty an excellent research and teaching environment, located strategically in the nation's capital.

### We currently have openings in the following areas:

- Assistant Professor, Department of English (3 positions)
- Assistant Professor, Department of French
- Assistant Professor, College of the Humanities (3 positions)
- Assistant Professor, Institute of Cognitive Science
- Assistant Professor, Department of Geography and Environmental Science
- Assistant Professor, Department of History (2 positions)
- Assistant Professor, Institute of Interdisciplinary Studies/Institute of Women's Studies
- Assistant Professor, Institute of Interdisciplinary Studies/Psychology
- Assistant Professor, Institute of Women's Studies
- Assistant Professor, Department of Philosophy
- Associate or Full Professor, Department of Philosophy
- Associate Professor, Department of Psychology (2 positions)
- Assistant Professor, Department of Psychology (5 positions)
- Assistant Professor, School of Linguistics and Applied Language Studies (3 positions)
- Assistant Professor, Department of Sociology/Anthropology (4 positions)
- Assistant Professor, School for Studies in Art and Culture/Film Studies

Details of these positions may be found on our Web site at [carleton.ca/facultyrecruitment/](http://carleton.ca/facultyrecruitment/)

Carleton University is a dynamic research and teaching institution dedicated to achieving the highest standards of scholarship. Located in Ottawa, Ontario, Carleton takes full advantage of the outstanding resources found in the nation's capital and has earned itself a reputation as one of Canada's foremost universities in many areas of study. With 800 full-time faculty, 1,250 teaching assistants, and 915 administrative staff supporting nearly 23,000 students, including some 3,000 graduate students, Carleton offers a vibrant work and learning community. Its operating budget for 2004-2005, exclusive of ancillary operations, was \$240 million. Sponsored research income reached \$75 million in 2004.



Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

[carleton.ca/facultyrecruitment](http://carleton.ca/facultyrecruitment)



### TERM CONTRACT POSITION, BIOMECHANICS & ERGONOMICS School of Human Kinetics & Recreation

Please quote VPA Reference Number HKR-2005-001.

The School of Human Kinetics and Recreation invites applications for a term appointment (from commencement to December 31st, 2008), in Occupational Ergonomics and Sport Biomechanics. The successful applicant may also be expected to teach courses in introductory research as well as growth and development. This appointment will be at the rank of Assistant Professor.

Salary will be in accordance with the university's collective agreement and is based on qualifications and experience. Applications will be accepted until the position is filled. Review of applications will begin in January of 2006. A curriculum vitae, up-to-date transcripts, evidence of teaching competence and the names of three referees should accompany letters of application. Electronic applications are encouraged. Please apply to:

Director, School of Human Kinetics and Recreation  
Memorial University of Newfoundland  
St. John's, NL, Canada, A1C 5S7  
Fax: (709) 737-3979  
E-mail: [vmitchel@mun.ca](mailto:vmitchel@mun.ca)

The School of Human Kinetics and Recreation offers degrees at the undergraduate level in Physical Education, Recreation and Kinesiology, and Co-operative Education versions of each of these degrees are available. Graduate degrees offered are: Master of Science in Kinesiology, and a Master of Human Kinetics.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate degree programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.



### VARIOUS POSITIONS School of Music

Memorial University is home to Atlantic Canada's largest and most comprehensive school of music. Offering B. Mus. programs in performance, music education (joint B. Mus./B. Mus. Ed.), music history/literature and music theory/composition to over 150 undergraduate students, the School also has new and emerging graduate programs in performance and conducting (M. Mus.) and ethnomusicology (M.A./Ph.D.). The School's faculty of 19 performers and scholars enjoys national and international reputations in their fields and are active partners in the community's vibrant cultural life.

We will be undergoing a period of faculty renewal during the next decade. As the first phase of this renewal, the School intends to fill up to four positions for the 2006-2007 academic year. These positions may be eight-month teaching-only appointments or twelve-month term appointments with a full range of responsibilities. The type of appointment made will depend on the areas of coverage by the successful candidates. Applications will be welcomed from highly qualified musicians with teaching/research/creative credentials in any of the following areas:

- Theory and composition
- Jazz theory and arranging
- Upper brass
- Lower brass
- Flute
- Instrumental conducting
- Concert band
- Lower strings

Qualifications in two or more of these areas would be an asset. Minimum qualifications include a completed master's degree in the appropriate area (doctorate preferred), evidence of successful teaching experience, and demonstrated excellence as a performer or scholar.

Appointments will be made at the rank of Visiting Assistant Professor or Visiting Associate Professor in the case of teaching-only appointments; Assistant Professor or Associate Professor in the case of regular term appointments. Term appointments will be made with the possibility of renewal, and in some cases conversion to tenure stream. Salary is dependent on qualifications and experience in accordance with the terms of the Collective Agreement.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to more than 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities.

Candidates should send a letter of application, curriculum vitae, a CD, audio- or video-cassette representative of recent performances (where appropriate), examples of scholarly/creative work (where appropriate) and names/contact information from three referees. Recent graduates should include academic transcripts. All candidates should ensure that their application includes information about their teaching. Send applications to:

Search Committee  
c/o Dr. Tom Gordon, Director  
School of Music, Memorial University of Newfoundland  
St. John's, NL A1C 5S7

The committee will begin reviewing applications on 30 January 2006.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

Send ads via e-mail!

[aes@caut.ca](mailto:aes@caut.ca)



# CAREERS / CARRIÈRES

## PHILOSOPHY

**PHILOSOPHY** – **Carleton University**, Department of Philosophy, Carleton University, Ottawa, Ontario, Canada, seeks to fill the **Senior Career Professorship of Ethics and Public Affairs**, at the rank of Professor or Associate Professor. Starting date negotiable, preferably July 1, 2006. Areas of Specialization: Ethics or political philosophy, including theory and applications to public policy issues. Areas of Competence: open. The successful candidate will be expected to teach in the undergraduate and graduate programs, develop a program of research leading to significant peer-reviewed publications, and play a leadership role in the further development of the Centre on Values and Ethics (<http://www.carleton.ca/ceve/>). A PhD and significant evidence of ability in research and teaching are required. Carleton University is a research-intensive university in Canada's capital and offers a full range of graduate programs, including a Masters in Philosophy and a PhD in Cognitive Science. All qualified applicants are encouraged to apply. The applications of Canadians and permanent residents will be considered first. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Inquiries can be emailed to Geraldine.Finn@carleton.ca. The position is subject to budgetary approval. Applicants will receive a number of three or more references, samples of recent research, and evidence of excellent teaching should be sent to: Dr. Geraldine Finn, Chair, Department of Philosophy, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5S6, before January 15, 2006.

**PHILOSOPHY** – **University of New Brunswick Saint John Campus**, The Department of Humanities and Languages at the University of New Brunswick Saint John invites applications for an ongoing permanent position in the discipline of Philosophy. This appointment will begin on July 1, 2006 or soon thereafter, and is subject to budgetary approval. The successful candidate will be expected to teach undergraduate courses in critical thinking, logic, and the history of Western philosophy. Previous teaching experience in these areas is required. This is a teaching-intensive position with a large group instruction would be an asset. Applicants must hold a Master's Degree. Applications must be received by February 1, 2006. Applicants should submit curriculum vitae, a list of courses previously taught, copies of student course evaluations and the names of three referees to the University of New Brunswick Saint John, Chairperson, Department of Humanities & Languages, P.O. Box 5050, Saint John, NB, E2L 4L5. Questions concerning this position can be directed to Dr. David Fliegel at [dfliegel@unbsj.ca](mailto:dfliegel@unbsj.ca). All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

**PHILOSOPHY** – **University of New Brunswick Saint John Campus**, The Department of Humanities and Languages at the University of New Brunswick Saint John invites applications for a nine-month term position in Philosophy. This position will commence on August 1, 2006, and will be made at the Assistant Professor level. This position is subject to budgetary approval. The successful candidate will be expected to teach undergraduate courses in the following areas: the history of Western philosophy, general courses in ethics and Health Care Ethics. Applicants should be able to demonstrate a strong commitment to teaching. A PhD is required. Please send applications, including curriculum vitae, copies of student course evaluations and the names of three referees to the University of New Brunswick Saint John, Attention: Department Chairperson, Department of Humanities & Languages, P.O. Box 5050, Saint John, NB, E2L 4L5. The deadline for receipt of applications is February 15, 2006. Questions concerning this position may be directed to Dr. David Fliegel, at [dfliegel@unbsj.ca](mailto:dfliegel@unbsj.ca). All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

**PHYSICS** – **University of Waterloo**, The Department of Physics, University of Waterloo, invites applications for tenure-track positions at the Assistant, Associate, and Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astrophysical physics, including early universe and cosmological cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants should have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a letter of recommendation from three referees. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Tel: (519) 888-8800, ext. 3631. E-mail: [PHYSICS@UWATERLOO.CA](mailto:PHYSICS@UWATERLOO.CA). Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our Web page <http://www.science.uwaterloo.ca/physics>. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

**PHYSICS** – **University of Waterloo**, Applications are being invited for one or more research positions in the Physics Department and the Institute for Quantum Computing. The search is focused on senior or junior equivalent physicists with strong research accomplishments in the field of quantum information (although exceptional theoretical physicists with strong research accomplishments may also be considered). The candidate will be member of the Institute for Quantum Computing for a period of 5 years (irrevocable), with a substantial teaching reduction and an additional stipend. Responsibilities will include supervising graduate students, as well as some teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment: September 1, 2006. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. The Physics Department, <http://www.science.uwaterloo.ca/physics>, is part of the Faculty of Science and is a member of the Institute for Quantum Computing (IQC). Information about IQC personnel and activities can be found at <http://www.iqc.ca>. The IQC, at present, includes more than a dozen researchers from the Faculties of Engineering, Mathematics and Science. The candidates will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and UWC's Centre for Applied Cryptographic Research. Interested individuals should send curriculum vitae, selected reprints/preprints and have three letters of reference sent to the Chair of the hiring committee: Prof. Raymond Laflamme, Director, Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Tel: (519) 888-4021, Fax: (519) 888-7610. The deadline for receiving applications is December 15, 2005. Late applications will be considered if any positions remain unfilled.

**PHYSIOLOGY** – **University of British Columbia**, The Department of Cellular & Physiological Sciences at the University of British Columbia invites applications for a tenure-track position in the Department of Research Associate. The successful candidate will have an MD or a PhD in Physiology or another relevant area of life sciences. Applicants should have skills in mammalian tissue culture, bacterial cell culture, immunocytochemistry, deconvolution microscopy, confocal microscopy and familiarity with image processing software. Excellent verbal and written communication skills are a must. The successful candidate will be expected to supervise research assistants; develop undergraduate students; plan and give an active role in developing research proposals, and producing manuscripts for publication. Salary will be commensurate with qualifications and experience. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply, however, Canadians and permanent residents of Canada will be given priority. Applications, including a curriculum vitae and contact information for three referees, should be submitted by December 31, 2005, to: Dr. A.M.J. Buchan, Department of Cellular & Physiological Sciences, UBC, 2350 Health Sciences Mall, Vancouver, B.C. V6T 1Z3.

**PLANNING (URBAN DESIGN)** – **University of Waterloo**, Applications are invited for an Assistant Professor tenure track position in Urban Design. The successful candidate will have a doctorate level planning urban design credentials, a mix of international and North American urban design project experience, and a strong design potential for leadership in developing instructional design programs that include novel approaches to teaching urban design. The successful candidate will be expected to supervise graduate students, and conduct research in urban design related fields. Applicants should have a strong design academic background and since the School has a doctoral graduate program, a PhD is highly desired (significant professional achievement coupled with strong objectives and research might be accepted if the individual has masters level credentials). Applicants should qualify for membership in the Canadian Institute of Planners. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applications must be received in hard copy and will include a letter of application (stating research objectives, approach to teaching and research), a portfolio of selected design work, and names (with contact information) of four referees. The first stage in the review of applications will be based on the letter of application, portfolio, and CV. References will be contacted for those being considered in the second stage of review. Applications will be considered at any time until the position is filled. Send to: Dr. Murray Haight, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1; [mehaigh@uwaterloo.ca](mailto:mehaigh@uwaterloo.ca). The School of Planning is part of the Faculty of Environmental Studies that includes a Department of Environment and Resource Studies and a Department of Geography. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, and modelling simulation. Additional information about the Faculty may be found at <http://www.fes.uwaterloo.ca/>. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified

candidates are encouraged to apply, however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

**POLITICAL SCIENCE** – **The University of Western Ontario**, The Department of Political Science invites applications for one or more probationary (tenure-track) positions commencing July 1, 2006. We are particularly interested in candidates with experience in interest-influenced governance. Other areas of interest include: Canadian federalism; provincial politics; intergovernmental relations, including those with municipal governments; indigenous governance; the relations between aboriginal peoples and governments and the role of the courts and the law in the Canadian constitutional order. It would be advantageous to situate the Canadian experience in the international arena or in a comparative context. Applicants must have a PhD, a record of publication and teaching experience are highly desirable. Rank will be at the level of Assistant Professor. If qualifications and experience warrant a higher rank, the appointment may be made at the rank of Associate Professor or Professor with tenure. Those interested in applying for this position should forward a curriculum vitae together with the names and addresses (include e-mail addresses) of only three referees to: Dr. Donald Abood, Chair, Department of Political Science, The University of Western Ontario, Social Science Centre, London, ON, N6A 5G2. We also welcome e-mail submissions, to be sent to the address listed in recruitment@uwo.ca. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Deadline for receipt of applications: January 15, 2006.

**POLITICAL SCIENCE** – **Carleton University**, Subject to budgetary approval, the Department of Political Science invites applications for a tenure-track appointment at the rank of assistant professor effective July 1, 2006. The successful candidate will demonstrate an expertise in West European politics. An ability to teach undergraduate and graduate courses and supervise graduate work in the area of comparative politics is also required. Applicants must have a completed PhD and a demonstrated commitment to effective teaching and research, including a publication record. Applications, including curriculum vitae and at least three confidential letters of reference, should be sent to: Professor Chris Brown, Chair, Department of Political Science, 6640 Loeb Building, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5S6. The closing date for applications is December 31, 2005, or until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Inquiries can be emailed to Geraldine.Finn@carleton.ca. The position is subject to budgetary approval. Applicants will receive a number of three or more references, samples of recent research, and evidence of excellent teaching should be sent to: Dr. Geraldine Finn, Chair, Department of Philosophy, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5S6, before January 15, 2006.

ment Residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

**POLITICAL SCIENCE** – **Mount Allison University**, The Department of Political Science at Mount Allison University invites applications for a tenure-track appointment in Canadian Politics and Government. The successful candidate should possess a PhD and a strong background in undergraduate teaching and research. Teaching responsibilities will include courses at all levels of undergraduate instruction in the various fields of Canadian politics. The appointment will be at the rank of Assistant Professor and will begin on July 1, 2006, subject to budgetary approval. An application will include a curriculum vitae, three letters of reference, a sample of scholarly writing, and teaching evaluations (if available), and should be sent to: Dr. Michael Tucker, Chair of the Search Committee, Department of Political Science, Mount Allison University, 144 Main Street, Sackville, New Brunswick, E4L 1A7. The closing date for applications is Monday, 9 January 2006. Mount Allison University has an employment equity programme and encourages applications from all qualified women and men, including visible minorities, persons with disabilities, and members of visible minorities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Canadians and permanent residents should include their citizenship status in their applications.

**PSYCHOLOGY** – **University of Waterloo**, The Department of Psychology at the University of Waterloo invites applications for a position in Developmental Psychology at the Associate or tenure-track Assistant Professor level. The successful candidate must have a PhD in Developmental Psychology or related area. We are interested in applicants from all areas of developmental psychology, especially if their research would contribute to the developmental division's focus on children's communication, social cognitive understanding, and language acquisition. We are seeking individuals who have strong research records and commitments to teaching, research, and the supervision of undergraduate and graduate students. Information regarding the psychology program can be found at <http://psychology.uwaterloo.ca>. Information on regard-

ing the application process can be found at <http://psychology.uwaterloo.ca>. Information on regard-

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## DEPARTMENT OF SOCIOLOGY & SOCIAL STUDIES

### Assistant Professor (Tenure-Track)

The Department of Sociology and Social Studies at the University of Regina invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing 1 July 2006.

The successful candidate will have primary responsibility for the department's undergraduate and graduate program in the areas of research design and methodology (quantitative and/or qualitative), Canadian political economy, the sociology of work, and local government and community power. In addition, she or he will contribute to the department's teaching program in one or more of the following areas: development and environment, social justice, and science and technology.

We seek an outstanding individual with demonstrated commitment to excellence in research and teaching. The successful candidate will have a PhD, a record of scholarly publication, and evidence of excellence in teaching. The department is committed to a balanced program of research, teaching and service to the community.

The University of Regina has over 12,500 students and is currently in a significant growth phase. The Department of Sociology & Social Studies has a strong national reputation for the scholarly work of its faculty and the calibre of its MA students.

Closing date for applications is 15 February 2006. Applicants should submit a covering letter, curriculum vitae, teaching dossier, statement of research and teaching interests, and samples of published work, and arrange for the forwarding of official transcripts and three current letters of reference to: Dr. Thomas Chase, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, Canada S4S 0A2. Fax (306) 585-5368

E-mail applications will not be accepted. Academic enquiries may be addressed to: Dr. J. F. Conway, Chair, Department of Sociology and Social Studies. Phone: (306) 585-4052. E-mail: [john.conway@uregina.ca](mailto:john.conway@uregina.ca)

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. We value diversity in the workplace.



UNIVERSITY OF  
REGINA

University of Regina  
3737 Wascana Parkway, Regina, SK S4S 0A2  
[www.uregina.ca](http://www.uregina.ca)

## Faculty of Computer Science, University of New Brunswick Industrial Research Chair in Knowledge Management



Applications are invited for an Industrial Research Chair in Knowledge management, to be established in the Faculty of Computer Science, University of New Brunswick, in partnership with Innovaia Incorporated. The Chair will be expected to build a research program, in collaboration with the industrial partner. The chair will focus on knowledge management research and the critical area of examination is a Dynamic Knowledge Delivery system. Possible research areas for the Chair might include, but are not limited to, integrated information environments and knowledge repositories, technology architectures and infrastructures that enable the dynamic delivery of content to a growing number of devices and access modalities. The Chair will coordinate its research efforts with other related project teams that are focused on single source content development methodologies and learner centric delivery approaches.

The position will be filled by a researcher with a demonstrated record of research excellence in an area of knowledge management relevant to the Chair research focus. Experience in research collaboration with industry is highly desirable. Candidates must have an earned doctorate in Computer Science, Computer Engineering or a cognate field. Depending on the qualifications of the selected candidate, the appointment will be tenure or tenure-track at the rank of either full or associate professor. In addition, the Chair will participate in activities related to the research such as supervising graduate students or post-doctoral fellows in the area of focused research and collaborating with the industrial partner on specific applications to validate research in working environments. The successful candidate will be expected to provide leadership in the development of the application to the NSERC Industrial Research Chair program (see [www.nserc.ca](http://www.nserc.ca)). The establishment of the Chair and appointment to the position are contingent on approval of the NSERC Chair. The Chair appointment is for an initial five-year period with possibility for renewal for a second five-year period.

Applicants should send curriculum vitae, the names and addresses of three referees, a one-page statement of research interests, and copies of three relevant technical publications to:

Dr. Virendra Bhavsar, Dean  
Faculty of Computer Science  
University of New Brunswick  
Fredericton, New Brunswick  
E3B 5A3 Canada  
email: [bhavsar@unb.ca](mailto:bhavsar@unb.ca)

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity



## CAREERS CARRIÈRES

ing the Waterloo area can be found at <http://www.regon.waterloo.on.ca>. The anticipated start date for the position is July 1, 2006. Review of applications will begin on Nov. 1, 2005 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Developmental Science Committee, Department of Psychology, University of Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

**■ PSYCHOLOGY — University of Waterloo.** The Department of Psychology at the University of Waterloo invites applications for a tenure-track assistant professor in Industrial/Organizational Psychology. The successful candidate must have a PhD in I/O Psychology or equivalent field, and a demonstrated record of published research. Candidates with expertise in either Personnel or Organizational Psychology will be considered. Responsibilities will include undergraduate and graduate teaching, graduate student supervision, and the conduct of an ongoing research program. This position constitutes an expansion of the graduate program in I/O Psychology. Information about the I/O program and the Department of Psychology can be found at <http://www.psychology.uwaterloo.ca>. The anticipated start date for the position is July 1, 2006. Review of applications will begin on November 15th, 2005 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: I/O Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

**■ PSYCHOLOGY — University of Waterloo.** The Department of Psychology at the University of Waterloo invites applications for a tenure-track position to fill a Tier II Canada Research Chair (CRC) in the area of Clinical Psychology. Applicants are invited for the tenure-track position at the Assistant to

Associate level in our CPA and APA accredited Clinical Psychology Training Program. To be eligible for a Tier II position, candidates must be early career scholars of outstanding achievement, acknowledged by their peers as having the potential to become world leaders in their research areas. Information about the CRC program can be found at <http://www.chair.ca>. Chair candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario College of Psychologists. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research work, and commitment to an ongoing research program. These research programs can be in any area of Clinical Psychology provided that they have a strong, theory-driven, research investment that will be attractive to graduate students. Information about the Clinical Program and the Psychology Department can be found at <http://www.psychology.uwaterloo.ca>. The anticipated start date for the position is July 1, 2006. Review of applications will begin in September and continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

**■ PSYCHOLOGY — Luther College, University of Regina.** Applications are invited for a tenure-track position in Psychology at the Assistant Professor level, starting July 1, 2006, subject to budgetary approval. Applicants should have a PhD completed or near completion, and be able to teach Introductory Psychology. Additional teaching areas may include psychology of religion, interpersonal relations, social psychology and courses in the candidate's area of expertise. Candidates with experience in applied or qualitative research methods are encouraged to apply. The Clinical Psychology Doctoral Program at the University of Regina is accredited by the Canadian Psychological Association. In addition to a demonstrated ability in undergraduate teaching and potential to research, the successful candidate must be able and willing to supervise honours and graduate theses and dissertations. Applications should be sent to the Chair, and administrative work, Luther College, a Federated College of the University of Regina, candidates must express a clear interest in the smaller context of a community-involved College, where spiritual and humanistic concerns are highly valued. A copy of the College's Strategic Plan is available upon request and further information about the College can be obtained at <http://www.luther.ca>. Applications should include a curriculum vitae outlining disciplinary interests and professional qualifications, a teaching dossier, a list of publications, and three letters of reference.

**■ PSYCHOLOGY — University of Waterloo.** The Department of Psychology at the University of Waterloo invites applications for a tenure-track position at the Assistant to Full Professor level in our CPA and APA accredited Clinical Psychology Training Program. Candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario College of Psychologists. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research work, and commitment to an ongoing research program. We welcome applicants who have a strong, theory-driven, research investment

that will be attractive to graduate students. We have a preference for someone with child clinical interests, although applicants with adult clinical expertise will also be considered. Information about the Clinical Program and the Psychology Department can be found at <http://www.psychology.uwaterloo.ca>. The anticipated start date for the position is July 1, 2006. Review of applications will begin in September and continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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A statement explaining the candidate's interest in teaching at a liberal arts college in a Christian context should also be included. Applications should be sent to: Dr. Mary Verter, Academic Dean, Luther College, University of Regina, Regina, SK, S4S 0A2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Luther College is committed to employment equity and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities and people with disabilities. Deadline for applications is January 6, 2006.

**■ PSYCHOLOGY — University of New Brunswick.** The University of New Brunswick, Department of Psychology, is currently accepting applications for two tenure-track positions at the rank of Assistant Professor commencing July 1, 2006. One position is for an individual with training and research interests in Social Psychology. The other position is for an individual with training and research interests in any area relevant to Brain, Behaviour, and Cognitive Science. The Department does not have the facilities to support animal-based research. The successful candidates will have a PhD in Psychology (or near completion), a strong research record, the ability to develop an externally funded research program, and a strong commitment to undergraduate and graduate teaching. The Department of Psychology in Fredericton has BA and BSc majors and honours programs as well as PhD programs in Clinical Psychology (CPA and APA accredited) and in Experimental and Applied Psychology. These positions are subject to budgetary approval. Interested applicants should send a curriculum vitae, recent reprints or preprints, a statement of research and teaching interests, and arrange to have three letters of reference sent to: Dr. E. Sandra Byers, Chair, Department of Psychology, University of New Brunswick, Box 4400, Fredericton, NB, E3B 6A1, Canada; Phone: 506-458-7803; Fax: 506-447-3086; Email: [psych@unb.ca](mailto:psych@unb.ca). Review of applications will begin on December 15, 2005. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

**■ PSYCHOLOGY (COGNITIVE) — Carleton University.** Subject to budgetary considerations, the Department of Psychology at Carleton University is seeking a tenure-track appointment in Cognitive Psychology at the level of Assistant Professor to begin July 1, 2006. We are particularly interested in individuals whose research interests relate to memory, learning, reasoning, or other high-level cognitive processes. Applicants with research excellence and research potential in Cognition, A PhD and significant evidence of ability in research and teaching are required. The ability to teach undergraduate and graduate students would be an asset. Successful candidates will be expected to teach in the undergraduate and graduate programs in the area of Cognitive Psychology, supervise graduate students, and develop a program of research leading to external funding (e.g., NSERC) and significant peer-reviewed publications. The Department of Psychology has a strong undergraduate and graduate program in experimental Psychology. Carleton also has a thriving BA and PhD programs in Cognitive Psychology. Further information and an application can be obtained from the Department of Psychology at Carleton University. Applications should be sent to: Dr. Mary Glick, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Review of applications will begin January 15, 2006 and this process will continue until a suitable candidate is found. Carleton University is located on a beautiful campus in the central portion of Ottawa, bounded by the Rideau River on one side, and the Rideau Canal on the other. Its prime location, minutes from downtown, the airport, as well as the Gatineau Hills, enhances quality of life and allows for recreational opportunities for individuals and families. The City of Ottawa itself, with a population of almost 1M, has numerous entertainment, cultural and social events throughout the year, including the National Arts Centre, the world's largest chamber music festival, Blues, Jazz, and Folk Festivals, the spring Blues festival and Winterlude. It is home to the longest skating rink in the world (Rideau Canal). Candidates visiting Carleton are encouraged to bring their skates or skis (but only in winter).

**■ PSYCHOLOGY (DEVELOPMENTAL/CHILD STUDIES) — Carleton University.** Subject to budgetary considerations, the Department of Psychology and the Institute of Interdisciplinary Studies, Carleton University, wish to make a tenure-track cross-appointment at the level of Assistant Professor in the area of Developmental Psychology/Child Studies, to begin July 1, 2006. Preference will be given to candidates with research and teaching interests in the area of Educational Psychology. We are particularly interested in individuals with research interests related to exceptional children, child assessment, early childhood education, childcare, school-age education, or cognition and education. The Department of Psychology has a strong undergraduate and graduate program in Developmental Psychology; we are a participating department in the interdisciplinary Child Studies undergraduate program. Currently, ongoing programs of research in the area of Developmental Psychology include studies related

to the development of shyness and aggression in children; at-risk children; and to normal and atypical development, the development of social skills, and the development of children's theory of mind. Candidates should have a PhD, teaching experience, and the ability to develop a research program of research, with scholarly, academic publications and grant support (e.g., SSHRC). Candidates will be expected to teach undergraduate and graduate courses in the Department of Psychology (e.g., developmental psychology courses) and undertake graduate courses in Child Studies (e.g., issues in child studies, honours seminar in child studies). Further information can be obtained from our website at [www.carleton.ca](http://www.carleton.ca) or by contacting Dr. Tina Daniels or Dr. Katherine Arp (Email: [tina.daniels@carleton.ca](mailto:tina.daniels@carleton.ca), [katherine.arp@carleton.ca](mailto:katherine.arp@carleton.ca)). Applicants should send their curriculum vitae, copies of representative publications, and a summary of research objectives and teaching experience to Dr. Mary Glick, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be reviewed beginning January 25, 2006 and the process will continue until the search has been completed. Carleton University is located on a beautiful campus in the central portion of Ottawa, bounded by the Rideau River on one side, and the Rideau Canal on the other. Its prime location, minutes from downtown, the airport, as well as the Gatineau Hills, enhances quality of life and allows for recreational opportunities for individuals and families. The City of Ottawa itself, with a population of almost 1M, has numerous entertainment, cultural and social events throughout the year, including the National Arts Centre, the world's largest chamber music festival, Blues, Jazz, and Folk Festivals, the spring Blues festival and Winterlude. It is home to the longest skating rink in the world (Rideau Canal). Candidates visiting Carleton are encouraged to bring their skates or skis (but only in winter).

**■ PSYCHOLOGY (DEVELOPMENTAL/CHILD STUDIES) — Carleton University.** Subject to budgetary considerations, the Department of Psychology, Carleton University wishes to make a tenure-track cross-appointment at the level of Assistant Professor in the area of Forensic Psychology/Child Studies and Law, with specialization in the area of juvenile delinquency, to begin July 2006. A PhD and significant evidence of ability in research and teaching are required. The ability to teach undergraduate and graduate students would be an asset. Successful candidates will be expected to teach in the undergraduate and graduate programs in the area of Forensic Psychology/Child Studies and Law, supervise graduate students, and develop a program of research leading to external funding (e.g., NSERC) and significant peer-reviewed publications. The Department of Psychology has a strong undergraduate and graduate program in experimental Psychology. Carleton also has a thriving BA and PhD programs in Cognitive Psychology. Further information and an application can be obtained from the Department of Psychology at Carleton University. Applications should be sent to: Dr. Mary Glick, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be reviewed beginning January 2006 and the process will continue until the search has been completed. Carleton University is located on a beautiful campus in the central portion of Ottawa, bounded by the Rideau River on one side, and the Rideau Canal on the other. Its prime location, minutes from downtown, the airport, as well as the Gatineau Hills, enhances quality of life and allows for recreational opportunities for individuals and families. The City of Ottawa itself, with a population of almost 1M, has numerous entertainment, cultural and social events throughout the year, including the National Arts Centre, the world's largest chamber music festival, Blues, Jazz, and Folk Festivals, the spring Blues festival and Winterlude. It is home to the longest skating rink in the world (Rideau Canal). Candidates visiting Carleton are encouraged to bring their skates or skis (but only in winter).

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## Athabasca University

### Canada's Open University™

#### VICE-PRESIDENT ADVANCEMENT

Athabasca University is Canada's Open University. A world leader in distance education and recognized innovator in online learning, the University is dedicated to removing barriers that restrict access to and success in university-level studies and increasing equality of educational opportunity for adult learners worldwide.

The Vice-President Advancement is a member of the senior executive team of Athabasca University and will provide leadership and inspiration to a new portfolio that includes government and corporate relations, student recruitment and retention, public affairs and communications, institutional studies, alumni relations, marketing, media relations and fundraising. This is an outstanding opportunity to use creativity, initiative and mentoring skills to enhance relationships and communication with internal and external constituencies to further Athabasca University's mission and mandate. For more information please visit [www.athabascau.ca](http://www.athabascau.ca).

The ideal candidate has an impressive track record at a senior level in the advancement or communications fields, preferably in an educational or other public sector setting, and brings outstanding organizational and interpersonal abilities.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally under-represented in universities. The University is committed to employment equity and encourages applications from women, Indigenous people, persons with disabilities, and members of visible minorities.

Should you want to learn more about this unique leadership opportunity, please call Maureen McLean or Maureen Geldard at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees

in confidence, to Providence Consulting Inc.,

Fax (604) 913-8356. E-mail: [search@providenceconsulting.com](mailto:search@providenceconsulting.com).

Apply on-line at [www.providenceconsulting.com](http://www.providenceconsulting.com).

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CONSULTING INC.

SEARCH

RECRUITMENT

ADVISORS

FINDS

We will communicate with all who express interest.



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**• SOCIAL WORK** – **Wildfurd Launer University.** The Faculty of Social Work at Wildfurd Launer University invites applications for a tenure-track faculty position for appointment commencing in 2006. The successful candidate will work at the rank consistent with the candidate's qualifications and experience. The successful candidate will be able to teach clinical practice courses with an understanding of research in groups in the field of social work. This person must have at least one degree in Social Work and appropriate experience in clinical practice. This position is for a person with a doctorate in a counseling program or a research scholar with a doctorate in social work. Understanding of the determinants of health. Preference will be given to candidates with a completed doctoral degree. Some experience in teaching is preferred. One day a week. You are a PhD program and provide statistical consultation to faculty would be a valued addition. Demonstrated competence in teaching is preferred. Experience in research is preferred. The position will not be an adjunct. The position offers an

learn more. [www.ucalgary.ca](http://www.ucalgary.ca)





letters of reference to be sent directly to:  
Dr. Rick Ruchowicz, Chair, Department of  
Statistics, University of Waterloo, 200  
Fraser University, 8888 University Drive,  
Burlington, BC, V5A 1S5, Canada. Fax:  
604-683-7222. Candidates are encouraged to  
apply; however, Canadians and permanent  
residents will be given priority. The  
greater Vancouver area is committed to  
employment equity; welcomes diversity  
and is an equal opportunity employer. Ap-  
plicants from all groups and individuals  
including women, members of visible minorities,  
persons with disabilities, and persons with  
abilities. All appointments are subject to  
budgetary authorization. Under the authority  
of the University of Waterloo, the selection  
that is required by this competition for  
academic appointment positions will be  
made by the Department of Statistics.  
[http://www.stat.uwaterloo.ca/Faculty\\_Openings/  
Collection\\_Note.html](http://www.stat.uwaterloo.ca/Faculty_Openings/Collection_Note.html)

**STATISTICS**  
**Academic Appointment: Statistics and Actuarial Science**  
at the University of Waterloo  
Invites applications for a tenure-track po-  
sition in the Department of Statistics or  
the Assistant or Associate Professor lev-  
els. Candidates must have a PhD in an ac-  
tuarial science, or a related field, and ex-  
perience and research interests in actu-  
arials science. Professional actuarial qualifi-  
cations, such as SOA, CAS, or IFoA, are  
necessary, would be a distinct asset. De-  
partmental strengths in Actuarial Science  
include: Financial Engineering, Insurance  
and Pensions, and Risk Management, in-  
cluding probabilistic and statistical mod-  
elling in risk theory, insurance, pensions,  
solvency management and stochastic  
modelling. Research and teaching oppor-  
tunities for collaboration at UW can occur  
through the Centre for Advanced Studies  
in Finance (www.casf.uwaterloo.ca), the  
Institute of Insurance (www.ii.uwaterloo.ca),  
and the Institute for Quantitative  
Finance and Insurance (www.ifi.uwaterloo.ca).  
Candidates should send a letter of interest,  
a curriculum vitae, and a list of references  
potential for research, in addition to  
proofs include undergraduate and graduate  
degrees, and a list of references. The salary  
and an independent research program.  
The salary offered will be commensurate with qualifi-  
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## CAREERS CARRIÈRES

duate students in several programs, as well as a full suite of undergraduate programs covering the spectrum of the field. The Department is a major participant in CITO (Communications and Information Technology Ontario), the National Capital Institute of Telecommunications (NCIT) and other research and information technology consortia and centres of excellence. More information on the Department is available from its web page at <http://www.cis.ca/careers/careers/>. Applications, including a curriculum vitae and three references should be sent to: R.A. Goubran, P.Eng., Professor and Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, M6A4S6, Ottawa, Ontario, K1S 5B6, Canada. Email: [carrie@carleton.ca](mailto:carrie@carleton.ca), telephone: (613) 520-5742; Fax: (613) 520-5727. Salary will be commensurate with qualifications and experience. Applications will be accepted until position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to the equality of opportunity for all. Aboriginal people, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

## V

■ **VISUAL ARTS (CURATORIAL STUDIES)** — The University of Western Ontario. The University of Western Ontario, Department of Visual Arts, invites applications for a probationary (tenure-track) position in Visual Arts specializing in Curatorial Studies, at the rank of Assistant Professor. The successful candidate will be an experienced curator with extensive experience in the field of contemporary art and with critical issues in Visual Culture. Areas of teaching specialization should include museum and gallery history, theory, and exhibition design. A PhD or MFA and a record of teaching and research/curation are required. In addition to publications and curatorial projects, websites, and materials-based projects will be viewed favorably by the committee. Teaching may include undergraduate courses and graduate seminars in the candidate's specific area(s) of expertise; the successful candidate will engage in the Department's Gallery program through both research and teaching. The appointee will be expected to contribute to the academic life of a dynamic Department where art history and studio arts flourish together, and to participate actively in the exposition of the graduate programs. Curriculum vitae, statement of teaching philosophy, examples of publications (and slides or other visual material if applicable), and three references should be sent with application by Thursday, January 12, 2006 to Professor Patrick Mahon, Chair, Department of Visual Arts, The University of Western Ontario, London, Ontario N6A 5B7 (Phone: (519) 661-3440; Fax: (519) 661-2020). Positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply. However, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **VISUAL ARTS (PAINTING)** — The University of Western Ontario. The University of Western Ontario, Department of Visual Arts, invites applications for a probationary (tenure-track) position in Painting Practices at the rank of Assistant Professor. In exceptional circumstances the appointment may be made at the level of Associate Professor subject to budgetary restrictions. The successful candidate will specialize in Painting within the context of contemporary art practice, and in relation to current and historical discourses. Areas of research/practice and teaching specialization should include painting, drawing and their extensions. A PhD or MFA and a strong record of teaching and research are required. In addition to exhibitions and academic publications, research initiatives including the presentation of papers and curatorial projects will be viewed favorably by the committee. Teaching will include undergraduate courses as well as graduate seminars in the candidate's area(s) of expertise. The appointee will be expected to contribute to the academic life of a dynamic Department where art history and studio arts flourish together, and to participate actively in the exposition of the graduate programs. Curriculum vitae, statement of teaching philosophy, slides and/or other visual materials, examples of publications and names of three references should be sent with application by Thursday, January 12, 2006 to Professor Patrick Mahon, Chair, Department of Visual Arts, The University of Western Ontario, London, Ontario N6A 5B7 (Phone: (519) 661-3440; Fax: (519) 661-2020). Positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply. However, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

## W

■ **WOMEN'S STUDIES** — Luther College. Applications are invited for a tenure-track position in Women's Studies at the Assistant Professor level, starting July 1, 2006, subject to budgetary approval. Applicants should have a PhD completed or near completion in a discipline from either the social sciences or humanities with evident expertise in feminist methodology and a research program focusing on gender and women's issues. The successful candidate must be able to teach Introduction to Women's Studies and feminist theory, in addition to courses in the candidate's area of expertise. An interdisciplinary approach to women's studies and a demonstrated ability in undergraduate teaching and end-point research are required. Responsi-

bilities include teaching, research, and administrative work. Luther College is a full-time tenure track Evolutionary Biologist with expertise in vertebrate systematics. This Assistant Professor position has an anticipated start date of July 1, 2006. Position Number: FV981. Applicants must possess a PhD in Zoology or allied discipline and show evidence of demonstrated research potential. The candidate's expertise and research approach could include any of the following: molecular aspects, biodynamics, biogeography, genetics, and conservation. The successful applicant will be expected to establish a strong externally funded research program, supervise graduate students, and teach in our undergraduate and graduate programs. Salary will be commensurate with experience and qualifications. Startup support to help establish a research program is available. The successful applicant will join a strong research-oriented department that offers graduate and undergraduate education covering a wide spectrum of areas in animal biology from developmental/cell biology to organismal biology, ecology and evolution. Zoology is a growing department and currently has 19 faculty members and is expanding to 20. There is a strong base of vertebrate research in Zoology. The Department has excellent animal holding facilities including terrestrial and aquatic components, museum collections and access to various field stations. This position is a cross-appointment between the Centre for Women's Studies and a Department in the Faculty of Humanities. The possible areas of concentration could be in one of the following departments: Classics, English, History, Modern Languages, Literature, Philosophy, or Psychology. The appointee will be expected to teach half of her or his course load in one of those departments and the other half in Women's Studies. Other activities include developing an independent research program and a commitment to the Women's Studies program and committees. The successful candidate will have a completed PhD in an area of the Humanities with a focus on Women's Studies. Demonstrated background in Feminist Theory, Methods and/or Feminist Issues (i.e. course work, dissertation topic, publications, conference presentations) is a must. The successful applicant will have demonstrated successful university teaching experience (i.e. course instruction, teaching assistant). Success can be demonstrated via course evaluations, letters of reference and/or other components of a teaching dossier. All qualified candidates are encouraged to apply. However, Canadians and Permanent Residents will be given priority. Please submit a cover letter, accompanied by curriculum vitae, selected reprints of publications and three letters of reference to: Professor Marjorie Morrison, Director, Centre for Women's Studies. Competition is open until position is filled; consideration begins November 24, 2005. Please note that a probationary (tenure-track) appointment is subject to final budgetary approval. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty, including women and men candidates are especially encouraged to apply. More information on Brock University can be found on the University's web site [www.brocku.ca](http://www.brocku.ca).

■ **WOMEN'S STUDIES/HUMANITIES** — Brock University. The Centre for Women's Studies at Brock University is inviting applications for a probationary (tenure track) position at the rank of Assistant Professor, effective July 1, 2006. This position is a cross-appointment between the Centre for Women's Studies and a Department in the Faculty of Humanities. The possible areas of concentration could be in one of the following departments: Classics, English, History, Modern Languages, Literature, Philosophy, or Psychology. The appointee will be expected to teach half of her or his course load in one of those departments and the other half in Women's Studies. Other activities include developing an independent research program and a commitment to the Women's Studies program and committees. The successful candidate will have a completed PhD in an area of the Humanities with a focus on Women's Studies. Demonstrated background in Feminist Theory, Methods and/or Feminist Issues (i.e. course work, dissertation topic, publications, conference presentations) is a must. The successful applicant will have demonstrated successful university teaching experience (i.e. course instruction, teaching assistant). Success can be demonstrated via course evaluations, letters of reference and/or other components of a teaching dossier. All qualified candidates are encouraged to apply. However, Canadians and Permanent Residents will be given priority. Please submit a cover letter, accompanied by curriculum vitae, selected reprints of publications and three letters of reference to: Professor Marjorie Morrison, Director, Centre for Women's Studies. Competition is open until position is filled; consideration begins November 24, 2005. Please note that a probationary (tenure-track) appointment is subject to final budgetary approval. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty, including women and men candidates are especially encouraged to apply. More information on Brock University can be found on the University's web site [www.brocku.ca](http://www.brocku.ca).

■ **ZOOLOGY** — University of Manitoba. The University of Manitoba's Department of Zoology invites applications for a full-time tenure track Evolutionary Biologist with expertise in vertebrate systematics. This Assistant Professor position has an anticipated start date of July 1, 2006. Position Number: FV981. Applicants must possess a PhD in Zoology or allied discipline and show evidence of demonstrated research potential. The candidate's expertise and research approach could include any of the following: molecular aspects, biodynamics, biogeography, genetics, and conservation. The successful applicant will be expected to establish a strong externally funded research program, supervise graduate students, and teach in our undergraduate and graduate programs. Salary will be commensurate with experience and qualifications. Startup support to help establish a research program is available. The successful applicant will join a strong research-oriented department that offers graduate and undergraduate education covering a wide spectrum of areas in animal biology from developmental/cell biology to organismal biology, ecology and evolution. Zoology is a growing department and currently has 19 faculty members and is expanding to 20. There is a strong base of vertebrate research in Zoology. The Department has excellent animal holding facilities including terrestrial and aquatic components, museum collections and access to various field stations. This position is a cross-appointment between the Centre for Women's Studies and a Department in the Faculty of Humanities. The possible areas of concentration could be in one of the following departments: Classics, English, History, Modern Languages, Literature, Philosophy, or Psychology. The appointee will be expected to teach half of her or his course load in one of those departments and the other half in Women's Studies. Other activities include developing an independent research program and a commitment to the Women's Studies program and committees. The successful candidate will have a completed PhD in an area of the Humanities with a focus on Women's Studies. Demonstrated background in Feminist Theory, Methods and/or Feminist Issues (i.e. course work, dissertation topic, publications, conference presentations) is a must. The successful applicant will have demonstrated successful university teaching experience (i.e. course instruction, teaching assistant). Success can be demonstrated via course evaluations, letters of reference and/or other components of a teaching dossier. All qualified candidates are encouraged to apply. However, Canadians and Permanent Residents will be given priority. Please submit a cover letter, accompanied by curriculum vitae, selected reprints of publications and three letters of reference to: Professor Marjorie Morrison, Director, Centre for Women's Studies. Competition is open until position is filled; consideration begins November 24, 2005. Please note that a probationary (tenure-track) appointment is subject to final budgetary approval. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty, including women and men candidates are especially encouraged to apply. More information on Brock University can be found on the University's web site [www.brocku.ca](http://www.brocku.ca).

■ **ZOOLOGY** — University of Manitoba. The University of Manitoba's Department of Zoology invites applications for a continuing full-time instructor I with expertise in Animal Physiology and Introductory Biology. Position Number: D0272. The position has an anticipated start date of July 1, 2006. Applicants must possess an MSc in Zoology or an allied discipline and show evidence of strong teaching abilities or potential. The candidate should be knowledgeable in General Biology, Animal Physiology with experience in running Animal Physiology laboratories. Experience in supervising teaching assistants is an asset. The successful applicant will be expected to teach in our undergraduate physiology courses and develop and run Comparative Animal Physiology laboratories. Fifty percent of the successful candidate's duties will be to prepare, develop, and deliver lectures in Introductory Biology courses. Introductory Biology is a core course taught with the Botany and Microbiology Departments. Salary will be commensurate with experience and qualifications. The successful applicant will join a strong department that offers graduate and undergraduate education covering a wide spectrum of areas in animal biology from developmental/cell biology to organismal biology, ecology and evolution. Zoology is a growing department and currently has 19 faculty members including 3 instructors. Winnipeg is an affordable cosmopolitan city with a broad ethnic diversity. The city has a rich cultural environment including symphony, opera, dance, theater, ethnic festivals, a vibrant visual arts and crafts community and a wide array of outstanding restaurants. Outdoor activities and nature are close at hand within and outside the city. Learn more about Winnipeg at <http://www.city.winnipeg.mb.ca>. Detailed information about our programs and research areas as well as about the University and the city of Winnipeg can be found in our web site <http://www.umanitoba.ca/faculties/science/zoology/>. The closing date for receipt of a completed application is January 15, 2006. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

■ **ZOOLOGY** — University of Manitoba. The University of Manitoba's Department of Zoology invites applications for a full-time tenure track Evolutionary Biologist with expertise in vertebrate systematics. This Assistant Professor position has an anticipated start date of July 1, 2006. Position Number: FV981. Applicants must possess a PhD in Zoology or allied discipline and show evidence of demonstrated research potential. The candidate's expertise and research approach could include any of the following: molecular aspects, biodynamics, biogeography, genetics, and conservation. The successful applicant will be expected to establish a strong externally funded research program, supervise graduate students, and teach in our undergraduate and graduate programs. Salary will be commensurate with experience and qualifications. Startup support to help establish a research program is available. The successful applicant will join a strong research-oriented department that offers graduate and undergraduate education covering a wide spectrum of areas in animal biology from developmental/cell biology to organismal biology, ecology and evolution. Zoology is a growing department and currently has 19 faculty members including 3 instructors. Winnipeg is an affordable cosmopolitan city with a broad ethnic diversity. The city has a rich cultural environment including symphony, opera, dance, theater, ethnic festivals, a vibrant visual arts and crafts community and a wide array of outstanding restaurants. Outdoor activities and nature are close at hand within and outside the city. Learn more about Winnipeg at <http://www.city.winnipeg.mb.ca>. Detailed information about our programs and research areas as well as about the University and the city of Winnipeg can be found in our web site <http://www.umanitoba.ca/faculties/science/zoology/>. The closing date for receipt of a completed application is January 15, 2006. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

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Applicants should indicate the position for which they are applying, and forward a curriculum vitae, an outline of their research plans and single copies of three publications (for professional stream positions), or their teaching dossier (for alternate stream positions), along with three signed letters of reference, to: Chair, Search Committee, Director of Engineering, Room 1012, Computer Science and Engineering Building, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. The deadline for applications has been extended to January 6, 2006. The appointments will commence July 1, 2006. All positions at York University are subject to final budgetary approval. Detailed descriptions of all academic positions can be found on the York University website at [www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs).

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# COMMENTARY

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### What Counts Cannot Be Counted

University is done for its own sake, not for the sake of something else. It has no product. One point of university is to stand against the idea that everything is done for money. This makes university different from much of the rest of the world.



By STEPHEN WEXLER

**M**ETRICIZATION is very popular in business and government right now. Everything has to be counted. The motto of the 21st century seems to be: if you can't count it, it doesn't count. Because the University of British Columbia wants to look good to the government and the public it has bought into this attitude. We want to explain ourselves and prove we are doing something worthwhile. We want to defend ourselves against the charge that we get five months off in the summer and only work six hours a week.

Metricization of our research is supposed to enable us to account to the public for the money spent on universities and increase our productivity. It is said that when lawyers metricized, they discovered that it increased their productivity. Why would it not have the same result at the law school? What lawyers increased by metricizing were billable hours. Is that what we are trying to do? Are we not, in the name of improving and defending the university, committing a travesty of university values? As an American general said during the Vietnam War, in order to save the village, they had to destroy it.

**THE FIRST THING** that is wrong with the metricization of research to increase our productivity is that it assumes we are not now being productive enough. My research seems quite productive to me. I hope I will be able to add a grain of sand to the research on Aristotle. I try as hard as I can not to metricize my research. I'm doing the best I can and I do not feel that any of my colleagues are doing less than a fair share. Some concentrate on teaching and do not do much research. Others do more research and the type of research varies. There is no more and less, which is what numbers inevitably indicate.

Could we be more productive either as individuals or as a faculty? Probably. There might be some marginal gains that could be made, but metricization will not increase research, it will only increase the number put on whatever is deemed to be the output of research.

There is no measure of research. The idea that research can be measured is all wrong. Everyone would agree, for instance, that reading a book is research, but what is the number to be assigned to reading a book? Does one book equal another or are some books worth more than others? Do we metricize on the number of pages or is there some other test for the worth of a book? If there is another test is it the number of other people reading the book? Does one get a higher number for reading a book everyone else is reading or does one, perhaps, get a higher number still for reading a book no one else has read? What number should be assigned to reading a book for the second or third time? Does reading a book again indicate that you didn't understand it the first time and hence are no good at your job, inefficient, unproductive?

Of course, our reading is not the research we will be metricizing. We will metricize our writing, our output. One problem with metricizing output is that all research does not result in an output. Much research leads down blind alleys. Ideas that seem like they might go somewhere turn out not to go anywhere. What numbers will we give to reading a useless book or pursuing a research strategy that does not succeed? And of course, one never knows when one starts whether a line of research will be "productive" or not. A new idea can lead nowhere or to the best work of one's career.

How are numbers to be assigned to thinking about things, to having ideas or discussing them with one's colleagues? Dr. Michael Smith, the Nobel Laureate who was a professor at UBC and for whom a new \$30 million UBC laboratory is named, said the research that led to his Nobel Prize began in a conversation with another scientist over a cup of coffee.

What numerical value is to be assigned to that conversation and when is it to be assigned? At the time it takes place or when it results in the Nobel Prize? Suppose it does not result in a Nobel Prize. Does it get a lower number? Does it get any number at all?

The idea that numbers can be assigned to research is ridiculous, but more important, it is pernicious. Assigning numbers leads to the mistaken view that more is better. Metricizing research is directed not just at faculty research but at student research as well. In my courses, I require students to do 10 to 12-page research papers, which they then read to me and the other students. Many professors require far more pages but allow students to slip the paper in under the door. It takes 45 minutes to read a 10 to 12-page paper out loud and discuss it. If I assigned longer papers, I could not have them read aloud. I do not wish to say that the way I do things is "right" and the way others do them is "wrong," but nor do I wish to be told that the way I do them is "wrong" because the number of pages I require is too low.

More pages do not mean more research for either students or faculty. Since the most convenient measure of research is the number of pages in published works, we use it, but no one takes this measure seriously. That is not to say there can be no evaluation of academic research. The quantity and value of research is, and must be, evaluated before a professor is hired or granted tenure. This process requires subtlety and intelligence. It sometimes comes down to counting published works, but everyone realizes this is arbitrary.

Once a professor has tenure, academic freedom requires that there be no further arbitrary assessment. A professor's research should always be subjected to intelligent and subtle critique and evaluation, but a tenured professor must be able to work free from concerns about whether the work will be seen as important by other scholars. You cannot write in order to be published. If others see your work as valuable that is gravy, but professors must be allowed to go down garden paths.

**THE VALUE OF** research is the process, not the product. Processes cannot be metricized, only results. Universities are not like businesses. They do not have a product. Attempting to increase their productivity is misguided at root. The purpose of being at a university is precisely to not be subject to the requirements of productivity. Metricizing research in order to increase productivity is analogous to metricizing love to increase its productivity.

Aristotle distinguished between doing something for its own sake and doing something for the sake of something else. There is no product from love or art or sport and there is no product from university research. One does it for its own sake. That is the point of being a scholar. Our English word "scholar" comes from the Greek *skholazein*, which means to do things for their own sake. Add what is called "an alpha-privative of negation" and you get *askholia*, which means "business."

University and the research and teaching which go on there are valuable for their own sake, not for what they produce. Like love, art or sport, university and research can become businesses, but that is not something to seek. It is something to deplore and avoid. The purpose of university is being at one. Students are already too prone to think the purpose of university is the degree or qualification they receive at the end. This is profoundly and tragically wrong and metricizing can only increase this mistake.

The UBC Law Faculty is looking for new ways to metricize in order to compete with science for university funds. We are trying to show that our research is as valuable as theirs. The Arts Faculty has the same problem to an even higher degree. Metricization might almost be said to fit scientific research because so much of science is about measuring things. For lack of any better measure, many scientists have come to treat number of pages published, number of times an article is cited, amount of grants received

and number of patents issued as a valid measure of their work. All scientists, even those who succeed at getting grants and patents, know this is not a proper measure of science, but because much scientific research is very expensive, scientists must seek grants; scientific research has become grant-dependent. Because they and the granting agencies are familiar with quantification, many scientists have accepted metricization as inevitable. They have allowed their disciplines to be taken over by the world of business.

To apply metricization outside of science makes even less sense. A scientist tries to discover new things and in some weird sense one might be able to say that any new discovery is worth as much as any other. From there, one might jump to saying that the number of published papers describing a discovery is somehow a measure of something. Yet it still is not clear why more is better. The ultimate products of scientific research are not long.  $E=MC^2$ , Boyle's Law and The Periodic Table of the Elements could all be published on one page.

And even if we were to allow that scientific research could be metricized, outside of science people are not trying to discover new things. They are thinking again about things that have been thought about many times before. In no meaningful sense can an idea about Homer be said to be equal to an idea about Dickens and neither could be said to be equal to an idea about the Wills Act or negligence.

**HOW DOES ONE** value scientific research against other university research? Some scientists are already asking this question. We in Law should ally ourselves with them and with those in Arts to resist the "scientification" of the university and the metricization of research. Our eventual goal should be to get all the scientists to join us, and jointly we should attempt to explain that a university is not a business and should not be treated as one.

The prime thing for the sake of which things are done is of course money and when it comes to money, metricization does make a kind of sense. With money, there is a bottom line. There is no bottom line at a university. University is done for its own sake, not for the sake of something else. It has no product. This makes university different from much of the rest of the world. People used to put university down as an "ivory tower" but that is not a put-down of university. University is an ivory tower. We should try to remember that.

The purpose of university is precisely to be different from the rest of the world. One point of university is to stand against the idea that everything is done for money. Metricizing university research is a step on the road to destroying the values associated with universities, not a step on the road to preserving them. ■

Stephen Wexler is a law professor at the University of British Columbia. He is in his 35th and antepenultimate year of teaching. He can be reached at 604-822-2194 or 604-228-8953. He does not do e-mail and says "I do not do e-mail because what I do as an intellectual requires me to read things very carefully and think about them very hard. My mind is like a samurai's sword. If I read e-mail, I will dull my blade. I am very selective about what I read and would much rather talk to people than read. 'Chatting' on-line is not what I mean by talking."

A version of this essay was originally published in the November 2004 issue of Faculty Focus, the newsletter of the Faculty Association of the University of British Columbia.

The views expressed are those of the author and not necessarily those of CAUT. Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime, managing editor, for details (duhaime@caut.ca). Commentary authors will be contacted only if their articles are accepted for publication.

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